

AD-A130 754

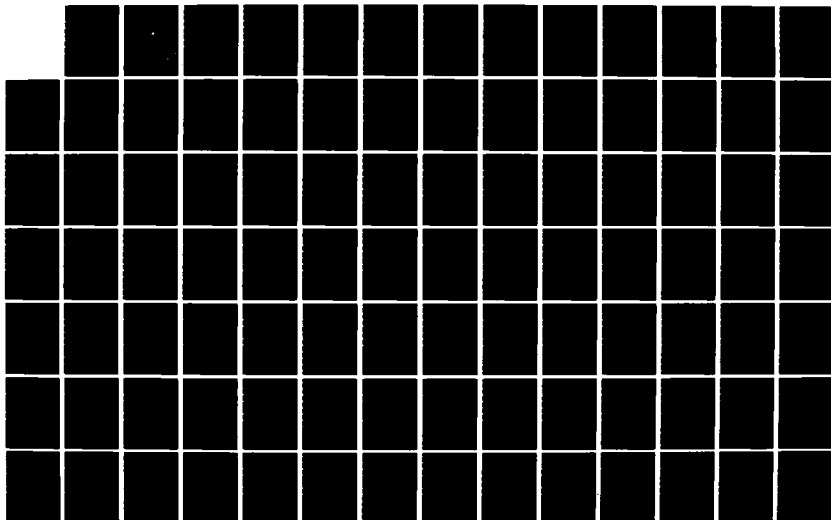
TACTICAL COMPETENCY SURVEY PRETEST DATA BASE(U) NAVAL  
POSTGRADUATE SCHOOL MONTEREY CA F K DROGOWSKI MAY 83  
NPS54-83-001

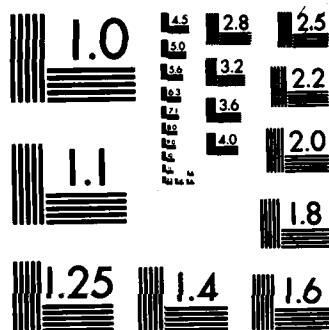
1/4

UNCLASSIFIED

F/G 5/9

NL





MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A

AD A 130754

2

NPS 54-83-001

# NAVAL POSTGRADUATE SCHOOL

## Monterey, California



Copy available to DTIC does not  
permit fully legible reproduction

Tactical Competency Survey  
PRETEST Data Base

by

LT. Francis K. Drogowski USN  
May 1983

DTIC  
ELECTE  
JUL 27 1983  
E

Approved for public release; distribution unlimited.

Prepared for:

Naval Postgraduate School, Monterey, California 93940

and

Navy Personnel Research and Development Center,  
San Diego, California 92152

DTIC FILE COPY

83 07 26 16 6

NAVAL POSTGRADUATE SCHOOL  
Monterey, California

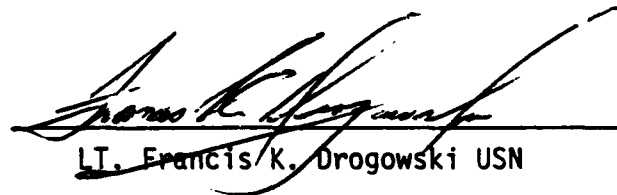
Rear Admiral J. J. Ekelund  
Superintendent

David A. Schradly  
Provost

The work reported herein was supported in part by funds from the Navy Personnel Research and Development Center, San Diego, California and Naval Postgraduate School, Monterey, California.

Reproduction of all or part of this report is authorized.

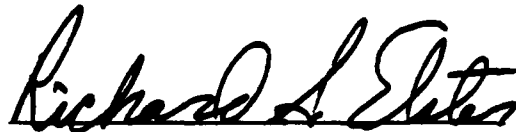
This report was prepared by;



LT. Francis K. Drogowski USN

Reviewed by:

Released by:



Dr. Richard S. Elster  
Chairman,  
Department of Administrative  
Sciences



William M. Tolles  
Dean of Research



## **DISCLAIMER NOTICE**

**THIS DOCUMENT IS BEST QUALITY  
PRACTICABLE. THE COPY FURNISHED  
TO DTIC CONTAINED A SIGNIFICANT  
NUMBER OF PAGES WHICH DO NOT  
REPRODUCE LEGIBLY.**

UNCLASSIFIED

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM								
1. REPORT NUMBER NPS 54-83-001	2. GOVT ACCESSION NO. AD-A130784	3. RECIPIENT'S CATALOG NUMBER								
4. TITLE (and Subtitle) Tactical Competency Survey PRETEST Data Base		5. TYPE OF REPORT & PERIOD COVERED Technical May 1983								
		6. PERFORMING ORG. REPORT NUMBER								
7. AUTHOR(s) LT Francis K. Drogowski USN		8. CONTRACT OR GRANT NUMBER(s)								
9. PERFORMING ORGANIZATION NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS								
11. CONTROLLING OFFICE NAME AND ADDRESS Naval Postgraduate School Monterey, California 93940		12. REPORT DATE May 1983								
		13. NUMBER OF PAGES 380								
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office) Navy Personnel Research and Development Center San Diego, California 92152		15. SECURITY CLASS. (of this report) UNCLASSIFIED								
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE								
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited.										
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)										
18. SUPPLEMENTARY NOTES Pretest: Tactical Competence Survey										
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) <table border="0"> <tr> <td>Communication Network</td> <td>Goal Ambiguity</td> </tr> <tr> <td>Differentiation of Roles</td> <td>Goal Displacement</td> </tr> <tr> <td>Feedback Analysis</td> <td>Organizational Development</td> </tr> <tr> <td>Feedback Process</td> <td>Managerial Processes</td> </tr> </table>			Communication Network	Goal Ambiguity	Differentiation of Roles	Goal Displacement	Feedback Analysis	Organizational Development	Feedback Process	Managerial Processes
Communication Network	Goal Ambiguity									
Differentiation of Roles	Goal Displacement									
Feedback Analysis	Organizational Development									
Feedback Process	Managerial Processes									
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) <p>The Navy's primary mission is combat warfare in the defense of our country. To achieve this mission it is vital that Naval Officers in operational billets assigned to ships, submarines, aircraft squadrons and afloat staffs maintain the highest degree of readiness and tactical expertise. The objective of the present research was to identify those factors that a line officer perceives as enhancing or constraining his opportunity to learn and practice tactical employment of his weapons and combat systems.</p>										

DD FORM 1 JAN 73 1473

EDITION OF 1 NOV 65 IS OBSOLETE

S/N 0102-LF-014-6601

UNCLASSIFIED

1 SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

BLK 19 Continued

Organizational Behavior  
Peer Evaluation  
Rewards Systems  
Role Ambiguity  
Role Conflict  
Role Congruency  
Role Perceptions

Rewards Systems  
Self Evaluation  
Span of Control  
Stress  
Tactical Competency  
Time Distribution  
Work Load Analysis

BLK 20 Continued

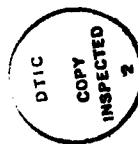
This Technical Report describes the Pretest survey vehicle administered randomly to five hundred (500) Air Warfare Officers to achieve the stated objective. Survey design, methodology, data obtained, computer programs written for data analyses, feedback in the form of relative comments obtained, and preliminary results of analysis are included.

## ABSTRACT

The Navy's primary mission is combat warfare in the defense of our country. To achieve this mission it is vital that Naval Officers in operational billets assigned to ships, submarines, aircraft squadrons and afloat staffs maintain the highest degree of readiness and tactical expertise. The objective of the present research was to identify those factors that a line officer perceives as enhancing or constraining his opportunity to learn and practice tactical employment of his weapons and combat systems.

This Technical Report describes the Pretest survey vehicle administered randomly to five hundred (500) Air Warfare Officers to achieve the stated objective. Survey design, methodology, data obtained, computer programs written for data analyses, feedback in the form of relevant comments obtained, and preliminary results of analysis are included.

Accession For	
NTIS GRA&I	<input checked="checked" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By _____	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
A	23



## TABLE OF CONTENTS

I.	INTRODUCTION -----	8
	A. BACKGROUND -----	8
	B. OBJECTIVE -----	9
II.	METHODOLOGY -----	10
	A. POPULATION -----	10
	B. SAMPLE CHARACTERISTIC OF PRETEST -----	10
	C. THE INSTRUMENT -----	12
	1. Cover Letter -----	14
	2. Instructions -----	15
	3. Questionnaire Booklet Part I -----	15
	4. Questionnaire Booklet Part II -----	15
	5. Questionnaire Booklet Part III -----	20
	6. Questionnaire Booklet Part IV -----	21
	7. Questionnaire Booklet Part V -----	22
	8. Questionnaire Booklet Part VI -----	22
	D. SURVEY METHOD -----	23
III.	CREATION OF THE DATA BANK -----	24
	A. RESPONSE RATE -----	24
	B. DATA ENTRY AND CODING METHOD -----	25
	C. DATA VERIFICATION -----	26
	D. DECIDING THE RAW DATA BANK -----	26
IV.	PROGRAM FOR ANALYSES -----	29
	A. PROGRAM DESCRIPTION -----	29

V.	COMMENTS OBTAINED -----	34
A.	SELECTIVE COMMENTS -----	34
APPENDIX A.	SURVEY QUESTIONNAIRE COVER LETTER -----	35
APPENDIX B.	INSTRUCTIONS FOR THE COMPLETION OF SURVEY QUESTIONNAIRE -----	38
APPENDIX C.	QUESTIONNAIRE RETURN INSTRUCTIONS -----	40
APPENDIX D.	SURVEY QUESTIONNAIRE -----	42
APPENDIX E.	FOLLOW-UP LETTER TO SURVEY QUESTIONNAIRE -----	83
APPENDIX F.	PRETEST DATA BANK -----	85
APPENDIX G.	COMPUTER PROGRAM FOR ANALYSES -----	113
APPENDIX H.	FREQUENCY DISTRIBUTION CHARTS -----	147
APPENDIX I.	SELECTIVE RELEVANT COMMENTS OBTAINED -----	354
	LIST OF REFERENCES -----	375
	INITIAL DISTRIBUTION LIST -----	377

## LIST OF TABLES

Table		Page
2-1	RANK-ASSIGNMENT DISTRIBUTION (POPULATION)	11
2-2	RANK-ASSIGNMENT DISTRIBUTION (SAMPLE)	13
3-1	SAMPLE FIELD FOR AN INDIVIDUAL RECORD	28
4-1	DATA LIST EXAMPLE	31

## ACKNOWLEDGEMENTS

The author wishes to express his gratitude to CDR Martin Newman USN, Dr. Robert Morrison, Professor R. A. Weitzman, Mr. Harry Reaser, and Mr. Dennis Mar for their continuing interest and assistance in this work and for the numerous suggestions which improved this report. To those 296 Naval Officers which either took time or made the time to complete the questionnaire, I am grateful.

I am especially thankful to my wife, Diane; and my sons, Ryan and Nicholas for their support and understanding during our tour of duty at the Naval Postgraduate School.



## I. INTRODUCTION

### A. BACKGROUND

The Navy's primary mission is combat warfare in the defense of our country. The tactical competence of the Navy's line officer is directly related to the achievement of its mission.

Improving tactical readiness was an issue discussed in meetings held in November and December 1981 attended by the Fleet CINC's, Type Commanders, numbered Fleet Commanders, and other principal operational commanders concerned with tactical development and training. Numerous suggestions for improving tactical readiness and training were proposed to the Chief of Naval Operations during the discussions following the November and December meetings.

In May of 1982, as Chief of Naval Operations, Admiral Thomas B. Hayward U.S.N. identified one of the major needs of the Navy as improving the tactical proficiency of the fleet. Admiral Hayward had desired to implement a tactics test for Naval Officers. It was Admiral Hayward's intention that the examination of Naval Tactics be required of officers who had been selected for promotion and that the test must be passed before a promotion could occur. The examination was not to influence the process for selecting an officer for promotion, but rather was to be a requirement of a selected officer. At that time it was not determined if the exam would be administered to only line officers or if the examined group would also include Staff Corps Officers (Medical, Dental, Judge Advocate General, Medical Services, Nurse, Supply, Chaplain, Civil Engineer Corps). (Bush, 1982 p. 1.)

As a result of recent meetings, the Office of the Chief of Naval Operations has directed that a survey be conducted to determine how line officers divide their time between various responsibilities.

#### B. OBJECTIVE

The objective of this research was to gather raw data to identify factors that a line officer perceives as enhancing or constraining his opportunity to learn and practice tactical employment of his weapons and combat systems.

In order to achieve this objective a close-ended survey that could be self-administered was designed, pretested, and administered to a random sample of air warfare officers in operational billets throughout the Navy. Survey results should provide insights into how line officers in operational billets divide their time between various responsibilities as well as into the amount of time line officers assigned to ships, submarines, aircraft squadrons, and afloat staffs have to learn and practice tactical-employment procedures for their weapons and combat systems.

## II. METHODOLOGY

This chapter describes the population, sample characteristics, and data-collection vehicle.

### A. POPULATION

In order to be included within the population for this study, the following criteria were to be met:

1. Individual was on active duty in the United States Navy.
2. Individual was to be assigned to an operational billet as defined by BUPERS (Bureau of Naval Personnel).
3. Individual was to have qualified for at least one of the designators below:

1110	1125	1320
1115	1310	1325
1120	1315	

4. Individual was to have achieved the military rank of Captain (O-6), Commander (O-5), Lieutenant Commander (O-4), or Lieutenant (O-3).

Total population was determined by the Navy Personnel Research and Development Center, San Diego, California to consist of 7635 personnel.

The RANK-ASSIGNMENT distribution of the 7635 individuals that comprised the population is illustrated in Table 2-1.

### B. SAMPLE CHARACTERISTICS OF PRETEST

Having met the population criteria, a sample of 858 individuals were selected based on the following further restrictions:

TABLE 2-1  
RANK-ASSIGNMENT DISTRIBUTION (POPULATION)

RANK	STAFF	SHIP	SUB	SUB SQUADRON	TOTAL
0-6	134	120	10	1	265
0-5	235	512	190	320	1257
0-4	337	902	294	1212	2745
0-3	---	1151	548	1669	3368
TOTAL	706	2685	1042	3202	7635

1. Individuals having the designator other than 1310, 1315, 1320 and 1325 were suppressed from selection.
2. Individuals of the military rank of Captain (0-6) were suppressed from the sample selection.
3. Individuals of the military rank of Commander (0-5) and assigned to a STAFF operational billet were suppressed from sample selection.
4. Individuals of the military rank of Lieutenant (0-3) and assigned to a STAFF operational billet were suppressed from sample selection.

The RANK-ASSIGNMENT distribution of the 858 air warfare officers that comprised the sample for pretest is illustrated in Table 2-2.

#### C. THE INSTRUMENT

As indicated in the objective statement, the intent of this study was to gather raw data to process in further analysis, to identify those factors which a line officer perceives may enhance or constrain his opportunity to learn and practice tactical employment of his weapons and combat systems. The questionnaire used, included here as Appendix D, was developed by the author and CDR Martin Newman USN to measure perceptions of Naval Officers in operational billets in the following areas:

1. Workload
2. Feedback process (quantity, quality)
3. Communications process, system
4. Goal ambiguity, congruency, displacement
5. Role ambiguity, behavior, conflict, congruency
6. Time distribution among tasks and assignments

TABLE 2-2  
RANK-ASSIGNMENT DISTRIBUTION (SAMPLE)

RANK	STAFF	SHIP	SUB	AIR SQUADRON	TOTAL
0-6	---	---	---	---	0
0-5	---	67	0	27	94
0-4	33	61	0	256	350
0-3	---	100	0	314	414
TOTAL	33	228	0	597	858

7. Training received (quantity, quality, effectiveness)
8. Stress
9. Peer evaluation
10. Self-evaluation of effectiveness
11. Resource availability

Other possible areas of research and analysis covered in the questionnaire lie within Span of Control, Organizational Behavior, Motivation, and Differentiation of Roles.

The questionnaire was designed in late December 1982 and early January 1983 and was entitled Tactical Competency Survey. It consisted of a two-page cover letter (Appendix A), two pages of instructions (Appendix B and Appendix C), and the booklet of two hundred and two questions broken down into six parts (Appendix D). The six parts were

1. Background
2. Training
3. Workload
4. Organization
5. Resources
6. Comments

1. Cover Letter

The cover letter attached to the survey was written to fulfill several functions: to set the frame of reference, explain the purpose of the survey, and insure to the respondents the confidentiality of their responses. As noted by Stone (1978), respondents are likely to be more honest and open in their responses if they are convinced that their inputs will be kept anonymous.

## 2. Instructions

The two pages of instructions can be broken down into two parts. The first is a set of instructions that inform the respondent on how to complete the questionnaire and the second directs the respondent on how to return the completed questionnaire. By design, the questionnaire contained internal instructions and directions that were selectively placed within the questionnaire at key locations. The intent was to reduce the frustration to the individual respondents that normally occurs while working through a large questionnaire and to enhance the accuracy of selecting only applicable questions for answering.

## 3. Questionnaire Booklet Part I

Part I of the questionnaire, known as "Background", consists of 15 questions which can be answered straightforwardly and are non-threatening in nature. These questions allowed respondents to indicate Rank, Designator, Command, Billet type, Time in service, Current employment and tactically related Official Qualifications previously achieved. The data obtained in Part I is useful for the execution of specific comparative analyses.

## 4. Questionnaire Booklet Part II

Part II of the questionnaire, known as "Training", consists of 136 questions and are numbered from 16 to 151 in the questionnaire booklet (Appendix D). This part, being multi-dimensional, begins by soliciting respondent perceptions in the following related areas:

1. Extent of confidence that previous tactical experience adequately prepared the respondent for handling the tactical skill requirements of the current billet assigned.



2. Whether the respondent received formal-training, refresher-training, or indoctrination regarding specific job requirements enroute to newly assigned billets.
3. Effectiveness of the training received enroute to newly assigned billets.
4. Reasons why an individual respondent may not have received training enroute to a newly assigned billet if the respondent failed to receive formal training enroute to the present billet.
5. Whether an individual respondent has completed any of the formal tactical training courses currently taught by Tactics Training Group (TACTRAGRU), Fleet Combat Training Center (FLTCOMBATTRACEN), Surface Warfare Officer School (SWOS), and Fleet Tactical Training Group Pacific (FLTACTRAGRUPAC). Perceptions as to the effectiveness of the formal tactical training courses completed were obtained. Respondents not having completed the formal tactical training courses were asked not to evaluate the effectiveness of the courses and were instructed to proceed to the next set of instructions.
6. Whether a respondent has completed a military service college. Perceptions as to the effectiveness of the tactical curriculum content of each service college completed by the respondent were obtained. Individuals not having completed a service college were asked not to evaluate the effectiveness of the service colleges and instructed to proceed to the next set of questions.
7. Whether an individual respondent perceives that completing a formal tactical training curriculum should be a prerequisite for his present assigned billet.

After the collection of data and soliciting of perceptions of effectiveness in regards to formal training, Part II of the survey questionnaire changes its focus from formal training to computer-aided tactical training. Based upon individual respondent experience, an attempt was made to explore current perceptions held by the respondent as to the effectiveness of large computer-aided tactical trainers. Given that further development of computer-aided tactical trainers is probable, including the small table-top type, individuals rate the importance of various design-related characteristics. Numerous questions follow and generate data regarding the perceptions held by the respondents as to the availability of, and interest in seeing, further development particularly in small table-top-type tactical trainers.

Other areas covered within Part II include a measurement of present commands within the sample having an established Tactical Training Program. Included are the perceptions of how important it is to the respondent that his command have a formal Tactical Training Program.

Scale ordering in the form of task comparisons of five specific tasks is completed by the individual. The task areas Tactics, General Administration, Personnel and Navy Programs, Systems Technical Knowledge, and Officer Professional Qualification are compared by the respondent. The respondent's perception as to the priority placed on a particular task when compared to another task is solicited. From this scaling, perceptions of Role Ambiguity and Role Congruency are obtainable through analysis.

The individual is asked to scale order each of the tasks against another a total of three cyclic times. The first cycle gathers respondent perceptions in regards to how the command he is presently assigned to places priority on the completion of the two compared tasks. Cycles two and three gather the respondent perceptions once again but as how the respondent perceives the United States Navy places priority on the task completion and how he as a Naval Officer perceives what the task priority should be.

Part II of the survey questionnaire continues with yet another focus change. Data is sought pertaining to the availability, accessibility, and encouragement to review tactical documents within the individual's specific command. Individual perceptions obtained show how the respondent perceives that the use of tactical documents aid in his/her development of tactical competence. Data is gathered pertaining to the respondent's completion of, participation in, or observance of, specific tasks, that normally require the use of or familiarization with tactical documents. These tasks include but are not limited to:

1. Self review of tactical documents.
2. Briefing of a subject or subjects to a wardroom, higher authority, or cross-community which either discusses, explains, illustrates, reviews, or generates a tactical idea or document.
3. Independently or jointly contributing of a tactical idea or concept for inclusion in a tactical publication.
4. Attendance at an intra-warfare-community tactical discussion or symposium.

Perceptions as to the effectiveness of having completed a specific activity such as a formal correspondence course or having experience generated by the use of ashore tactical trainers are solicited. For respondents who directly participated in activities such as battle group or fleet exercises and informal command warfare games, perceptions as to the effectiveness of each in aiding in the development of an individual tactical competency are requested. The intent here is to obtain data on the perceptions currently held by individuals in operational billets as to the forementioned activities aiding in increasing tactical competence.

Data is also gathered by the use of peer evaluation. The individual respondent evaluates his peers of equal rank and of the same warfare community, as tacticians. The set scenario is that of a multi-threat-coordinated operations situation. Resource knowledge and skill are the variables considered for peer evaluation. Within the same subsection, data is gathered in the area of self-evaluation. The individual evaluates himself as a tactician in a multi-threat-coordinated operations situation. Resource knowledge and motivation are the two variables considered in this particular case.

The subject of tactical-exercise feedback is covered in Part II also. The questionnaire attempts to gather the perceptions of how the individual respondent perceives his opportunity to evaluate and analyze tactical-exercise feedback in terms of the following specific characteristics: Availability, clarity, quality, and quantity.

Individual perceptions are obtained on how the scheduling of specific activities affects the development of the individual's tactical

competency. Specific scheduling of activities include but are not limited to:

1. Independent Ship/Squadron exercises
2. Emergent requirements
3. Inspections/Re-Inspections
4. Co-ordinated operations

Included in Part II are questions asking the individual to rank-order on a scale of one (1) to nine (9) those activities which he perceives are deleted when an operational unit's schedule must be compressed because of schedule perturbations. Data is gathered near the conclusion of Part II on respondent perception as to whether there is sufficient time between Battle Group exercises to permit adequate feedback analysis and lessons learned for follow-on exercise planning.

Designated Warfare Officers are solicited for information as to whether they perceive that their demonstrated tactical competency should be included as a specific item on their annual fitness evaluation/report.

#### 5. Questionnaire Booklet Part III

Part III of the questionnaire, known as "Workload", consists of 32 questions and are numbered from 152 to 184 in the questionnaire booklet (Appendix D). Part III begins by gathering data regarding the individual respondent's time allocation of daily activities. All questions are to be answered by the individual based upon his operational schedule over the previous ninety (90) days. Questions are designed such that, through analysis, an aggregate work week can be determined for respondents at sea or in port. The analysis will show for each work category the total number of days per week as well as the hours per day.

Individual respondents are given a list of ten (10) job-related activities. These activities range from Primary Billet to Collateral Duties and from Training to Navy Program Management. The respondents are asked to rank-order the activities in terms of the amount of time they presently dedicate to each activity. Each respondent provides the analyst with his/her perception of appropriateness regarding the time distribution of each job-related activity. The individual is instructed to keep in mind the command's mission. Immediately following this string of questions, the respondent is asked to re-order the same job-related activities in terms of the amount of time that the respondent himself perceives that he should dedicate to each activity, once again keeping in mind the command's mission.

Briefly, in Part III the questionnaire returns to the task of collecting demographic data. The data obtained can be interpreted as respondent perception of the amount of time currently spent in the completion of the tasks ranked as number one (1) and number two (2) in the preceding rank-order.

Perceptions of being overworked and of overall contribution to productivity are solicited. Time availability for self-enhancement of tactical competency, encouragement to do so, prioritizing, and goal setting are a few of the areas covered within the remainder of Part III. To conclude Part III, respondents are asked to provide insight into how they perceive their present command and the Navy, in general, gives priority to the development of their tactical competency.

#### 6. Questionnaire Booklet Part IV

Part IV of the questionnaire, known as "Organization", consists of 15 questions and are numbered from 185 to 199 in the questionnaire

booklet (Appendix D). The tactical effectiveness of Navy Battle Groups based on accomplished operational objectives is addressed within Part IV. Various tactically relevant characteristics, such as coordination, tactical planning, execution, feedback, employment of assets, and organization are presented to gather respondent evaluations of the performance of Navy Battle Groups.

The ability and the opportunity to provide, and the receptiveness of higher authority to receive, information thought by the individual to be beneficial to tactical planning or execution of Battle Group Operations is discussed. Questions regarding future development and implementation of Navy-wide programs to develop tactical-competence skills are addressed prior to concluding Part IV.

#### 7. Questionnaire Booklet Part V

Part V of the questionnaire, covering "Resources", consists of 3 questions and are numbered from 200 to 202 in the questionnaire booklet (Appendix D). Personnel as a resource is addressed in Part V of the survey questionnaire.

Individual perceptions are obtained in regards to issues which have the potential to negatively affect the development of a command's tactical performance. Expectations of the extent to which tactically competent personnel will be assigned to work alongside the respondent are solicited.

#### 8. Questionnaire Booklet Part VI

The sixth part of the survey questionnaire booklet contains a comment sheet that allows the individual to include relevant remarks on the content of the overall subject-matter of the questionnaire. The

purpose of the questionnaire comment sheet is to collect information that may be used in support of analysis.

#### D. SURVEY METHOD

A duplicate set of mailing labels specifically naming the eight hundred and fifty-eight (858) individuals randomly selected was obtained from the Navy Personnel Research and Development Center, San Diego, California, on the 3rd of March 1983. The mailing labels contained the selectee's Name, Rank, and current unit mailing address. Of the 858 individuals randomly selected as the sample, five hundred (500) were further randomly selected to receive the questionnaire packet. Each questionnaire packet contained a Cover Letter, Instruction Set, Questionnaire Booklet, Comment Sheet (Appendix A-D), and postage-paid preaddressed return envelope. All questionnaires were mailed on the 18th of March 1983 from the Naval Postgraduate School Branch, U.S. Post Office.

The second set of mailing labels was used to mail a follow-up letter to the sampled individuals on the 24th of March 1983 (Appendix E). The intent of the follow-up letter was threefold. First, it was to politely remind the individuals of the request that they had received for valuable input into the area of Tactical Competency. Second, it was the intent of the author to motivate the individual who may have placed the survey aside with good intentions of finishing it at a later date to complete it promptly. Finally, the author desired to thank those individuals who had taken the time to complete the survey and had returned it previously.



### III. CREATION OF THE DATA BANK

This chapter describes the response rate achieved, method of data formatting, method of data verification, and decoding of the created data bank.

#### A. RESPONSE RATE

Of the five hundred questionnaires mailed on the 18th of March 1983, three hundred twenty-six (326) were returned as of the 3rd of April 1983 for a return rate of 65.02%. Of the three hundred twenty-six returned surveys, two hundred ninety-two (292) were found to be completed sufficiently to be considered acceptable for data inclusion. Thirty-four (34) returned surveys were immediately discarded for either of two reasons. The individuals desired not to complete the questionnaire and returned it, or the U. S. Post Office was unable to deliver the questionnaire to the address specified. In order to be acceptable for data inclusion, the author had set up two criteria. The criteria were first the survey had to be returned by the 3rd of April and, second, the survey had to be returned with at least 80% completed. After the entry of all responses selected by all the individuals who had met the previous two criteria, the second of the two criteria was increased from 80% to 95%. The reason for this change was an assured response rate of greater than 50% had been achieved. This action would create a more meaningful analysis in the future. As a result of the criteria being increased, six (6) surveys were deleted from the data bank.

The response rate of questionnaires satisfying both final criteria, returned before 03 April 1983 and 95% completed, was 57.02%, for a total of 286 usable surveys.

#### B. DATA ENTRY AND CODING METHOD

The method of data compiling into a data bank (Appendix F) was such that a key punch operator assigned to this project would physically enter each individual response circled on the pages of the returned questionnaire. Data was entered into a prescribed data pattern. The following method was used for determining entry of a selected response into the data pattern:

1. If the individual had selected two responses to a single question, both responses were disregarded and a missing-value indicator was assigned to the data field for that particular question.
2. If an individual failed to respond to a particular question, then a missing-value was assigned to the data field.
3. All alphanumeric responses selected by the individual were entered as an alphanumeric.
4. All numeric responses selected by the individual were entered as a numeric.
5. If the individual failed to complete a rank ordering, the entire rank ordering was entered as a string of missing value indicators.
6. If the individual failed to rank order properly, such as the failure to use a numeric one time in a given group of questions, the entire rank order was deleted. A string of missing value indicators were entered.

7. All questions answered with either a "Yes" or "No" response were entered as a "Y" or "N", respectively.

#### C. DATA VERIFICATION

Once all the data was entered from all returned surveys, those surveys that failed to meet the criterion of being 95% completed were deleted. A complete item by item review and check of the data was performed. This verification of data was performed by two individuals in the following manner. The first individual would read back the printed response coded in the data pattern to the second individual, who would verify the circled response in the appropriate returned survey booklet. It should be noted that, as data were being initially entered into the data field, each questionnaire booklet returned was assigned a number.

#### D. DECODING THE RAW DATA BANK

The format shown in TABLE 3-1 is to be used for decoding the data obtained from the questionnaire administered in the Tactical Competency Survey. The first three digits represent the number assigned to the returned survey questionnaire. This three-digit number will vary sequentially from 000 to 291. Missing sequential numbers are those numbers assigned to surveys which had been entered but were later deleted because of the increase in the previously explained data bank criteria. Once assigned the number will remain constant for all seven lines. The fourth digit assigned represents the line number and will vary from 1 to 7. The remaining entries indicate answers to the questions. The response record for each individual consisted of

seven (7) lines, as shown in TABLE 3-1. All data is entered with a blank space between answers. A single digit (1-9) was used to enter answers 140-148. A double digit (01-10) was used to enter answers 156-165 and 167-176. The symbol "&" was used when no answer was given or two answers were given to one question, except in the case where the symbol "&&" was used for the same purpose; however, this use was limited to questions 156-165 and 167-176. The symbol "A" was used when the response was 'Not Applicable' in questions 15 and 195.

**TABLE 3-1**  
**SAMPLE FIELD FOR AN INDIVIDUAL RECORD**

```

0001 A A A A A A A A A A A A A A A A A A A A A A A A A A A A A A
0002 A A A A A A A A A A A A A A A A A A A A A A A A A A A A A A
0003 A A A A A A A A A A A A A A A A A A A A A A A A A A A A A A
0004 A A A A A A A A A A A A A A A A A A A A A A A A A A A A A A
0005 A A A N N N N N N N N N N A A A A A A N N N N N N N N N N N N N N
0006 A N N N N N N N N N N N N N N A A A A A A A A A A A A A A A A A
0007 A A A A A A A A

```

Key: A = Alphanumeric  
N = Single digit numeric  
NN = Double digit numeric

#### IV. PROGRAM FOR ANALYSIS

This chapter describes the program written to interface with the program software Statistical Package for the Social Sciences (SPSS).

##### A. PROGRAM DESCRIPTION

The computer program included in this Technical Report as Appendix "G" was written with the intent of assisting the user of the constructed Data Base (Appendix F) to obtain descriptive statistics such as means and variances, simple frequency distributions, cross-tabulations, simple correlations, partial correlations, analyses of variance, multiple regressions, scatter diagrams, factor analyses, canonical correlations, and Guttman scalings. By the execution of this program as written, individual frequency analyses are available immediately to the user. More complex statistical analyses are also possible through slight modification of the existing program.

The program consists of three (3) functional parts, which are completed in a prescribed sequence:

1. Data Definition Cards
  - A) Data List
  - B) Input Medium
  - C) Variable Labels (VAR LABELS)
  - D) Value Labels
  - E) Missing Values
  - F) Print Formats
  - G) IF Statements

## 2. Task-Definition Cards

### A) Frequency

## 3. Data Record

### A) Read Input data

The program begins by the use of the "DATA LIST" card which specifies that the data file is in a fixed-column binary-coded decimal (BCD) scheme, having seven (7) lines per case, and indicates the location of each variable on the seven (7) line response record for an individual. The establishing of variable names of eight characters or less is also accomplished by this card. Each of the two hundred and one (201) questions contained in the survey questionnaire is defined as an independent variable. Although at first glance there appear to be two hundred and two (202) questions in the designed survey booklet, it should be noted that question number 105 and question number 109 are identical. Question number 109 is not defined as a variable; however, the responses have been entered in the data bank for those users who may desire to include the data for analysis.

The "DATA LIST" card is constructed in such a way as to name a variable, read the data by specified line and specified column, and determine if the coded response is either an alphanumeric or numeric response. (See TABLE 4-1 for an example.)

Once a variable is completely identified by Name, Location (Row and Column), and Type (alphanumeric or numeric), this same procedure is followed for the second and all subsequent variables. The user of this program should be aware that he need not read all the records and variables, but those which are read must be read in sequential order, because of the limitations and design of the SPSS software.

TABLE 4-1

DATA LIST EXAMPLE

FIXED (7) / 1 GRADE 6 (A) DESIGN 8 (A)

FIXED (7) = Seven (7) lines of data per individual (case) surveyed.

1 = Record line number one (1).

GRADE = Five-character name for question one (1).

6 = Data bank column six (6).

(A) = Alphanumeric response.

DESIGN = Six-character name for question two (2).

8 = Data bank column eight (8).

(A) = Alphanumeric response.



The INPUT MEDIUM selected for this program was disk since the data bank was originally constructed and stored on a separate disk file. Individuals requesting either a magnetic tape or punch-card deck of the data bank should contact the author (see Distribution List for address).

By use of the "VARIABLE LABELS" (VAR LABEL) cards, a permanently and fully documented description of each newly constructed variable is established. Variable labels cards have been grouped by use of "COMMENT" cards to assist the user in locating specific variables corresponding to specific desired questions. The cycle of Comment cards, Variable name, Variable labels and slash (/) is repeated until all two hundred and one (201) variable labels have been established.

By use of the "VALUE LABELS" card, each response selected to a specific question not only will be printed as an alphanumeric or numeric but will also include a brief identifier. This documentation has been added so as to enhance clarity of printed output. Each variable value has been defined on a separate line to allow user modification of this program without loss of a desired variable and defined selected response.

The twenty-nine (29) "IF" cards used within the program permit the researcher to generate variable transformations during execution. "MISSING VALUES" cards have been used because some of the cases may not normally have complete information for every variable. In order to allow the SPSS System to process files containing missing values, it was necessary to include two (2) missing value cards. The first is used to identify missing alphanumeric values, the second to identify missing numeric values.

The "PRINTS FORMATS" card included in the program informs SPSS on how a variable's values are to be printed on the output record. Since the majority of the raw input file (Data Bank) is read as an alphanumeric, a "PRINTS FORMATS" card is required. The reason for this requirement is that alphanumeric and numeric values are stored in different formats by the computer. SPSS assumes that the values are to be printed in numeric format unless instructed otherwise. The Read Input Data Card allows for the use and storage of the Data Bank external to the program.

The program has been executed on numerous occasions and has been found to be error-free. Frequency distributions of all variables have been obtained and are included in this Technical Report as Appendix H. Review of the frequency distributions generated provides a brief overview of the total sample's perception of each individual question.

## V. COMMENTS OBTAINED

### A. SELECTED REMARKS

Included within this Technical Report as "Appendix I" are selected comments that were obtained from the individuals who participated in this PRETEST. The comments included have been selected for content and have not been edited. They are provided to assist the user of this Technical Report in interpretation of the results of statistical analyses. Names have not been included to assure anonymity. The order of presentation is random.

APPENDIX A

SURVEY QUESTIONNAIRE COVER LETTER

19 March 1983

Sir,

During the past fifteen (15) years, we all have witnessed an extraordinary technical improvement in our Navy's sensors and weapons systems. In fact, this technical explosion has been so significant that we are now on the threshold of completely revolutionizing modern Naval Warfare. Our ships and aircraft have more warfighting capability today than ever before in the history of the Navy. Tactical exploitation of the environment has never been so vitally important or so complex.

Because of resource limitations we must focus our attention on the management of assets. It follows, therefore, that superior tactical management of forces in battle requires properly trained personnel, equipment that works, effective policies and well organized, clearly promulgated procedures. If we are going to be successful in a maritime engagement today, the cutting edge will be to maintain the tactical advantage. To gain this advantage we must be tactically competent.

Tactics is an art and tactical decisions are based on study, practical experience, tactical savvy and personal ingenuity. Tactical competence is a creative, cultivated process.

#### SURVEY PURPOSE

The purpose of this survey is to collect data on the perceptions of Warfare Officers in Operational Billets throughout the Navy. As a student at the Naval Postgraduate School completing a thesis on Tactical Competency I am interested in those factors which enhance or constrain your opportunity to become proficient in tactics. Perceptions of your workload, availability of training, quality of training, and availability of resources and their effects on the opportunity to become proficient in tactics are hereby solicited. Data received will be aggregated by rank and by type of assignment (Operational Staff, Ship, Air Squadron or Submarine).

Because of your grade and current assignment in the Fleet making tactical decisions right now, you have been randomly selected to participate in this survey. Although your reply is completely voluntary, I do solicit your frank and honest responses.

YOU ARE ASKED NOT TO INCLUDE YOUR NAME OR SERVICE NUMBER.

Since no individual respondent will be able to be identified in this survey/study the requirements of the Privacy Act do not apply. Any written comments which are received will be used to assist me in my analysis and will be summarized to support briefings/thesis reports without identifying the individual respondent in any way.

During pretesting it was noted that the average time to complete this survey was 45-60 minutes.

Questions or requests for additional information or a copy of the final analysis should be sent to:

LT Francis K. Dragowski USN  
ATTN SMC # 2846  
Naval Postgraduate School  
Monterey, Calif. 93940  
AV 878-3039 or 878-3040

Sincerely,

Report symbol OPNAV 3000-2 has been assigned  
to this survey, which expires 31 August 1983.

APPENDIX B

INSTRUCTIONS FOR THE COMPLETION OF  
SURVEY QUESTIONNAIRE

**IMPORTANT DIRECTIONS**

**How To Complete This Questionnaire**

1. Please carefully read each question and all possible answers before choosing your response.
2. After selection of your response, mark your answer by CIRCling the appropriate letter or number designator.
3. Be sure to select only one answer per question.
4. All responses should be clear and dark; avoid excessively wide response marks which may be interpreted as two responses to the same question.
5. Do not make stray marks of any kind within the survey booklet which may be interpreted as a response.
6. DO NOT print your service/social security number on any page.
7. DO NOT print your name on any page.
8. Finally, if you do not understand a question, please leave the answer space blank; however, it is most important that you try to answer each question as best you can.



APPENDIX C

QUESTIONNAIRE RETURN INSTRUCTIONS

Questionnaire Return Instructions

1. When you have completed the questionnaire, mail the QUESTIONNAIRE BOOKLET and COMMENT SHEET in the postage-paid envelope which was provided with this survey packet.
2. You may return the COMMENT SHEET and are encouraged to do so; however, I need only receive your COMPLETED QUESTIONNAIRE BOOKLET.
3. YOU have been randomly selected to participate in this survey because of your grade and billet. IF you cannot complete this questionnaire for any reason, place the QUESTIONNAIRE BOOKLET and COMMENT SHEET in the return envelope and drop it in the mail.
4. Please complete and mail the QUESTIONNAIRE BOOKLET and COMMENT SHEET within seven (7) days after you receive it.

APPENDIX D

SURVEY QUESTIONNAIRE

## QUESTIONNAIRE

## I. BACKGROUND

CIRCLE ONE RESPONSE in each of questions 1-11.

1. I have been selected for the following most senior grade:

- a. 0-7    c. 0-5    e. 0-3  
b. 0-6    d. 0-4

2. My designator is

- a. 1110    d. 1125    g. 1320  
b. 1115    e. 1310    h. 1325  
c. 1120    f. 1315    i. other

3. My present command is assigned to the

- a. Atlantic Fleet  
b. Pacific Fleet

4. My present command is

Staff

- a. Numbered Fleet (3rd, 7th, 2nd, 6th)  
b. CARGRU  
c. CPUDESGRU  
d. PHIBGRU  
e. SUBGRU  
f. Carrier Air Wing (CAG)  
g. DESRON  
h. Mine Warfare  
i. PHIBRON  
j. SUBRON  
k. PUNCWING  
l. Other

Ship

- a. CV  
b. LHA  
c. CG/CD/DDG/FFG/FF  
d. Submarine  
e. Mine Warfare type  
f. HLSF type  
g. AMPHIB type  
h. Other

Air Squadron

- u. VA  
v. VAO  
w. VAW  
x. VP  
y. VFP  
z. VQ  
0. VS  
1. Helo  
2. Other

5. My present job is

Staff

- a. Staff (in command)
- b. Chief of Staff/Chief Staff Officer
- c. OPS/Plans group
- d. Maint/Engineering group
- e. Weapons/Combat Systems group
- f. Communications group
- g. Readiness/Training group
- h. Tactics group
- i. Other staff

Ship/Sub/Air

- j. sq1
- k. CC/XO
- l. OPS/Air OPS/Air Dept Head
- m. OPS/Air OPS/Air non-Dept Head
- n. Weapons/Combat Systems Dept Head
- o. Weapons/Combat Systems non-Dept Head
- p. Maint/Engineering Dept Head
- q. Maint/Engineering non-Dept Head
- r. Admin group
- s. Safety/NATOPS group
- t. First LT
- u. Navigator/Asst Nav
- v. Communications Officer
- w. Training Dept Head
- x. Training non Dept Head
- y. Other

6. I have served in my present job

- a. less than 3 months
- b. greater than or equal to 3 months, less than 6 months
- c. greater than or equal to 6 months, less than 1 year
- d. greater than or equal to 1 year, less than 2 years
- e. greater than or equal to 2 years

7. In my present command, my most recent involvement has been in

- a. predeployment workup but not deployment or overhaul
- b. predeployment workup and deployment but not overhaul
- c. predeployment workup, deployment and overhaul
- d. deployment but not overhaul and predeployment workup
- e. deployment and overhaul but not predeployment workup
- f. overhaul but not predeployment workup and deployment
- g. overhaul and predeployment workup but not deployment
- h. postdeployment training cycle
- i. operations other than those listed above

8. My total active service is

- a. less than 5 years
- b. greater than or equal to 5 years, less than 10 years
- c. greater than or equal to 10 years, less than 15 years
- d. greater than or equal to 15 years, less than 20 years
- e. greater than or equal to 20 years, less than 25 years
- f. greater than or equal to 25 years

9. My command's current employment is

- a. deployed (does not include permanently deployed commands)
- b. permanently deployed command having completed all workup
- c. deployment workup, 3 months or less before deployment
- d. deployment workup, more than 3 months but less than 1 year before deployment
- e. deployment workup greater than 1 year before deployment
- f. shipyard overhaul
- g. assisting other commands with deployment workup
- h. postdeployment training cycle
- i. other than employments listed above

10. What percent of your total active service has been sea duty?

- a. Less than 25%
- b. Greater than or equal to 25%, less than 50%
- c. Greater than or equal to 50%, less than 75%
- d. Greater than or equal to 75%, less than 100%
- e. Equal to 100%

11. Which ONE of the following general work areas do you consider yourself to be most proficient in?

- a. Operations (OPS/Plans/Training)
- b. Maintenance/Engineering
- c. Combat Systems/Weapons
- d. Admin/Logistics
- e. Combination of A&B, B&C or A&C
- f. Combination of 'b' and one other
- g. Combination of 'd' and two others
- h. Other

(12-15) INDICATE THE tactically related OFFICIAL QUALIFICATIONS YOU have ACHIEVED.

ALWAYS indicate -YES- BY CIRCLING Yes.  
Indicate -NO- BY CIRCLING No.  
CIRCLE ONE RESPONSE in each of questions 12-15.

12. Command-at-Sea

Yes

No

13. Officer of the Deck--underway

Yes

No

14. Tactical Action Officer

Yes

No

15. Aviation Mission Commander

Yes

No

Not Applicable

## II. Training

Indicate response BY CIRCLING ONE LETTER

16. To what extent do you feel confident that your previous tactical experience adequately prepared you for handling the tactical skill requirements in your current job?

To a great extent      To a moderate extent      To no extent      Tactical Skill Not Required.

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_ // F \_\_\_\_\_

17. Did you receive specific formal training enroute to your current job to either refresh or indoctrinate you regarding specific job requirements? (Circle answer)

Yes      No

If you responded YES to question 17, please proceed to question 19. If you responded NO to question 17, please proceed to question 18.

18. Since you responded -NO- to question 17, please indicate your reason for not receiving formal job-related training enroute.

- a. No seat available
- b. Unmatched class convening dates
- c. No time available
- d. No formal prerequisite training identified/required
- e. Inadequate available funding
- f. Other

\*\* After your response to question 18, proceed to question 20

19. Since you responded -YES- to question 17, how relevant was the formal training you received for your current job?

To a great extent      To a moderate extent      To no extent

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

20. Tactical Platform Coordination (TACTRAGRU 2week course)

21. Commander's Tactical Training (TACTRAGRU 4week course)

22. Staff Tactical Training (FLICOMBATRACEN)  
Yes

23. Tactical Action Officer (SWOS/PLTCOMBATTACEN)

24. Tactical Warfare Overview (PLTTRACTBAGROUPAC)

If you answered -NO- to ALL QUESTIONS 23-24, proceed to question 30.

(25-29) If you answered YES to ANY QUESTIONS 20-24, please EVALUATE THE EFFECTIVENESS OF THE TACTICAL CONTENT OF EACH COURSE YOU COMPLETED... RESPOND "NOT APPLICABLE" TO THOSE THAT YOU HAVE NOT COMPLETED AS INDICATED ABOVE IN 20-24. Was the provided training/theoretical information detailed enough to allow you to develop appropriate enough to tactical employment of your current command or Battle Group's Combat Systems?



CIRCLE ONE LETTER in each of questions 25-29.

25. Tactical Platform Coordination

Very Effective	Moderately Effective	Ineffective	Not Applicable
A_____	B_____	C_____	D_____
			E_____

26. Commander's Tactical Training

Very Effective	Moderately Effective	Ineffective	Not Applicable
A_____	B_____	C_____	D_____
			E_____

27. Staff Tactical Watch Officer

Very Effective	Moderately Effective	Ineffective	Not Applicable
A_____	B_____	C_____	D_____
			E_____

28. Tactical Action Officer

Very Effective	Moderately Effective	Ineffective	Not Applicable
A_____	B_____	C_____	D_____
			E_____

29. Tactical Warfare Officer

Very Effective	Moderately Effective	Ineffective	Not Applicable
A_____	B_____	C_____	D_____
			E_____

CIRCLE ONE RESPONSE in each of questions 30-34.

(30-34) Have you COMPLETED any of the FOLLOWING SERVICE COLLEGES?

30. Armed Forces Command and Staff

Yes

No

31. Navy War College (College of Naval Command & Staff, Intermediate Level)

Yes

No

32. Navy War College (College of Naval Command & Staff, Senior Level)

Yes

No

33. National War College

Yes

No

34. War College -- Other Service/Foreign

Yes

No

If you answered -NO- to ALL QUESTIONS 30-34, proceed to question 40.

(35-39) If you answered -YES- to ANY QUESTION 30-34, please EVALUATE THE EFFECTIVENESS OF THE TACTICAL CURRICULUM CONTENT OF EACH SERVICE COLLEGE COMPLETED. RESPOND "NOT APPLICABLE" TO THOSE THAT YOU HAVE NOT COMPLETED AS INDICATED ABOVE IN 30-34. Was the provided information detailed enough to allow you to develop appropriate concepts for the tactical employment of your current command or Battle Group's Combat Systems?

CIRCLE ONE LETTER in each of questions 35-39.

35. Armed Forces Command and Staff

Very Effective	Moderately Effective	Ineffective	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

36. Navy War College (Intermediate Level)

Very Effective	Moderately Effective	Ineffective	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

37. Navy War College (Senior Level)

Very Effective	Moderately Effective	Ineffective	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

38. National War College

Very Effective	Moderately Effective	Ineffective	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

39. War College - Other Service/Foreign

Very Effective	Moderately Effective	Ineffective	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

40. Do you perceive that completing a formal tactical training curriculum should be a prerequisite for your present job?  
(Circle Response)

Yes

No

CIRCLE ONE LETTER in each of questions 41-46.

(41-45) BASED UPON your EXPERIENCE, please EVALUATE the TACTICAL EFFECTIVENESS OF LARGE COMPUTER-AIDED TACTICAL TRAINERS in each of the areas below.

41. Realism of synthetic presentation

Very Effective                      Moderately Effective                      Ineffective  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

42. Reliability (op time vs inop time)

Very Effective                      Moderately Effective                      Ineffective  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

43. Feedback (data analysis)

Very Effective                      Moderately Effective                      Ineffective  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

44. Flexibility (program scenario, threat)

Very Effective                      Moderately Effective                      Ineffective  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

45. Real world application of training received

Very Effective                      Moderately Effective                      Ineffective  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

46. To what extent are you interested in seeing further development of computer-aided tactical trainers?

To a great extent                      To a moderate extent                      To no extent  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

CIRCLE ONE LETTER in each of questions 47-58.

(47-58) GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS including small table-top-type, please RATE the IMPORTANCE OF each of the following DESIGN CHARACTERISTICS:

47. Realism of synthetic presentation

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

48. Reliability (Op time vs inop time)

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

49. Feedback (instant feedback capability during play)

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

50. Reference index capability (identify applicable doctrine of NWP, TACHENO, etc, e.g., page, paragraph, line number/illustration)

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

51. Real world application

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

52. Space/Maintenance requirements

Highly Important	Moderately Important	Not Important
A_____	B_____	C_____
D_____	E_____	

53. Program dimension flexibility (Single unit, Battle Group, Joint OPS Single-Multiple threat, multiple scenario, etc.)

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

54. Local command programming ability (user/friendly)

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

55. Interactive program (human vs. human play, human vs. computer play)

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

56. Evaluation of individual performance

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

57. User reaction time slaved to real-world expectations

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

58. Set up / Disassembly-time

Highly Important	Moderately Important	Not Important
A _____	B _____	C _____ D _____ E

59. Have you ever used table-top tactical games (small computer-aided war games, NAVTAG, any manual-type wargame) in your current command? (Circle response)

Yes

No

CIRCLE ONE LETTER in each of questions 60-62.

60. To what extent do you perceive that use of small table-top tactical wargames (wardroom-use type) will aid in developing an individual tactical competency level?

To a great  
extent

To a moderate  
extent

To no  
extent

Not  
Applicable

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_ F

61. To what extent are you interested in seeing further development of table-top-type war games?

To a great  
extent

To a moderate  
extent

To no  
extent

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E

62. To what extent are you interested in having table-top tactical war games made available for your use in your current command?

To a great  
extent

To a moderate  
extent

To no  
extent

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E

63. Does your command have a Tactical Training Program? (Circle response)

Yes

No

64. How important is it to you that your command has a formal Tactical Training Program? (Circle response)

Very  
Important

Moderately  
Important

Not  
Important

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E

**Developing judgmental skills in effective employment of Command Weapons/Combat Systems.**

Includes, but is not limited to, Recurring Reports, Correspondence, Instructions, Messages, etc.

Includes, but is not limited to, all personnel-related requirements and all programs, e.g., Drug, Alcohol, Leadership, Morale, EEO, etc.

Includes, but is not limited to, requirements to be proficient regarding technical-systems understanding and all maintenance-systems-related work.

Includes, but is not limited to, Warfare Qualifications, Aircraft Commander, Engineer, Officer of Watch, Command Qualifications, etc.

IF YOU PERCEIVE that the task on THE LEFT HAS GREATER NAVY PRIORITY THAN the task on THE RIGHT, CIRCLE 'A' OF 'B'. IF YOU PERCEIVE that the task on THE RIGHT HAS GREATER NAVY PRIORITY THAN the task on THE LEFT, CIRCLE 'D' OF 'E'. Note that by CIRCLING 'C' YOUR PERCEPTION IS OF EQUAL PRIORITY.

Note that the following scale will be used for the next thirty questions only.

(LEFT TASK)                      VERSUS                      (RIGHT TASK)  
A                      B                      C                      D                      E

SIGNIFICANTLY HIGHER	HIGHER	EQUAL	HIGHER	SIGNIFICANTLY HIGHER
1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
26	27	28	29	30
31	32	33	34	35
36	37	38	39	40
41	42	43	44	45
46	47	48	49	50
51	52	53	54	55
56	57	58	59	60
61	62	63	64	65
66	67	68	69	70
71	72	73	74	75
76	77	78	79	80
81	82	83	84	85
86	87	88	89	90
91	92	93	94	95
96	97	98	99	100



CIRCLE ONE LETTER in each of questions 65-74.

(65-74) Please COMPARE the SAME TASK AREAS "IN TERMS OF YOUR PERCEPTION OF YOUR COMMAND'S PRIORITY":

- |     |  |  |  |  |  |
|-----|--|--|--|--|--|
|     | Tactics  |  |  |  | General Admin                          |
| 65. | A _____ B _____ C _____ D _____ E<br>Significantly Higher      Higher      Equal      Higher      Significantly Higher |  |  |  |  |
|     |  |  |  |  |  |
| 66. | Tactics  |  |  |  | Personnel and Navy Programs Management |
|     | A _____ B _____ C _____ D _____ E<br>Significantly Higher      Higher      Equal      Higher      Significantly Higher |  |  |  |  |
|     |  |  |  |  |  |
| 67. | Tactics  |  |  |  | Systems Technical Knowledge            |
|     | A _____ B _____ C _____ D _____ E<br>Significantly Higher      Higher      Equal      Higher      Significantly Higher |  |  |  |  |
|     |  |  |  |  |  |
| 68. | Tactics  |  |  |  | Officer Professional Qualifications    |
|     | A _____ B _____ C _____ D _____ E<br>Significantly Higher      Higher      Equal      Higher      Significantly Higher |  |  |  |  |
|     |  |  |  |  |  |
| 69. | General Admin  |  |  |  | Personnel and Navy Program Management  |
|     | A _____ B _____ C _____ D _____ E<br>Significantly Higher      Higher      Equal      Higher      Significantly Higher |  |  |  |  |

70. General Admin Systems Technical Knowledge  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_  
Significantly Higher Higher Equal Higher Significantly Higher
71. General Admin Officer Professional Qualification  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_  
Significantly Higher Higher Equal Higher Significantly Higher
72. Personnel and System Technical Knowledge  
Navy Programs Management  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_  
Significantly Higher Higher Equal Higher Significantly Higher
73. Personnel and Officer Professional Qualifications  
Navy Programs Management  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_  
Significantly Higher Higher Equal Higher Significantly Higher
74. Systems Technical Knowledge Officer Professional Qualifications  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_  
Significantly Higher Higher Equal Higher Significantly Higher

**75.**

Tactics			General Admin		
A	B	C	D	E	F
Significantly Higher	Higher	Equal	Higher	Significantly Higher	

76.            Tactics                                  Personnel and Navy Programs Management

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

Significantly Higher      Higher      Equal      Higher      Significantly Higher

77.            Tactics     Systems Technical Knowledge

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

Significantly Higher      Higher      Equal      Higher      Significantly Higher

Tactics		Officer Professional Qualifications		
A	B	C	D	E
Significantly Higher	Higher	Equal	Higher	Significantly Higher

79.	<b>General Admin</b>			<b>Personnel and Navy Program Management</b>	
A _____	B _____	C _____	D _____	E _____	
<b>Significantly Higher</b>	<b>Higher</b>	<b>Equal</b>	<b>Higher</b>	<b>Significantly Higher</b>	



85.

Tactics			General Admin	
A	B	C	D	E
Significantly Higher	Higher	Equal	Higher	Significantly Higher

- 86.

Tactics		Personnel and Navy Programs Management		
A-----B-----C-----D-----E				
Significantly Higher	Higher	Equal	Higher	Significantly Higher

87.

Tactics			Systems Technical Knowledge		
A	B	C	D	E	
Significantly Higher	Higher	Equal	Higher	Significantly Higher	

88.

Tactics		Officer Professional Qualifications		
A-----B-----	C-----D-----E			
Significantly Higher	Higher	Equal	Higher	Significantly Higher

**89.**

General Admin			Personnel and Navy Program Management	
A _____	B _____	C _____	D _____	E _____
Significantly Higher	Higher	Equal	Higher	Significantly Higher



CIRCLE ONE RESPONSE in each of questions 95-97.

95. Are tactical documents (e.g., TACHENOS, TACNOTES, NWP's, ATP's, etc.,) available within your command?

Yes

No

96. Are tactical documents accessible within your command?

Yes

No

97. Does your command encourage review of tactical documents?

Yes

No

98. To what extent do you perceive that use of tactical documents will aid you in developing your tactical competency? (Circle response)

To a great  
extent

To a moderate  
extent

To no  
extent

A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_

CIRCLE ONE RESPONSE in each of questions 99-109

(99-101) Have you EVER DONE ANY of the FOLLOWING TASKS INVOLVING TACTICAL DOCUMENTS?

99. Conducted a complete self-review of a TACPRO/NOTE or MEMO.

Yes

No

100. Conducted a brief of a tactical document (to a warroom, higher authority, cross-community, or a classroom).

Yes

No

101. Contributed a tactical idea/concept that was considered for inclusion into a published tactical document.

Yes

No

(102-104) Have you ever ATTENDED AS AN OBSERVER  
any of the following?

102. Tactical symposium

Yes

No

103. Tactical Warfare Area Committee meeting (Battle Group level)

Yes

No

104. Intra-warfare-community tactical discussion

Yes

No

(105-109) Have you ever PARTICIPATED IN  
any of the following?

105. Wardroom/Small-group informal tactical discussion

Yes

No

106. Tactical Symposium

Yes

No

107. Tactical Warfare Area Committee Meeting (Battle Group level)

Yes

No

108. Intra-warfare-community Warfare Discussion

Yes

No

109. Wardroom/Small group informal tactical discussion

Yes

No



CIRCLE ONE LETTER in each of questions 110-122

(110-122) TO WHAT EXTENT DO you perceive that the FOLLOWING ACTIVITIES CURRENTLY AID in DEVELOPING YOUR TACTICAL COMPETENCY?

110. Informal tactical discussions

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

111. Formal tactical discussions (sponsored events)

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

112. Intra-warfare-community tactical discussions

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

113. Tactical correspondence courses

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

114. Tactical Document Review

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

115. Ashore tactical trainers

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

116. Informal command warfare games (table-top)

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

117. Tactical Symposiums (sponsored)

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

118. Tactical Warfare Area Committee Meetings at Battle Group level

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

119. Refresher Training (ORE/OEI)

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

120. Wing/Group CRE/OEI

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

121. Individual Ship Exercises (ISE)/Individual Squadron Exercises (Air)

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

122. Participation in a Battle Group or Fleet Exercise

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____
			F_____

CIRCLE ONE LETTER in each of questions 123-124

(123-124) RATE YOUR WARFARE COMMUNITY PEERS (same grade as yourself) AS TACTICIANS IN MULTI-THREAT-COORDINATED OPERATIONS in terms of the following

123. Resource Knowledge (familiarity with established doctrine).

- a. Some of the best - top 10%.
- b. Well above average - top 25%.
- c. Above average - top 50%.
- d. Below average - bottom 50%.
- e. Well below average - bottom 25%.
- f. Some of the poorest - bottom 10%.

124. Skill (execution of tactical knowledge)

- a. Some of the best - top 10%.
- b. Well above average - top 25%.
- c. Above average - top 50%.
- d. Below average - bottom 50%.
- e. Well below average - bottom 25%.
- f. Some of the poorest - bottom 10%.

CIRCLE ONE LETTER in each of questions 125-126

(125-126) RATE YOURSELF AS A TACTICIAN in MULTI-THREAT-COORDINATED OPERATIONS in terms of the following areas:

125. Resource Knowledge (familiarity with established doctrine)

- a. One of the best - top 10%.
- b. Well above average - top 25%.
- c. Above average - top 50%.
- d. Below average - bottom 50%.
- e. Well below average - bottom 25%.
- f. One of the poorest - bottom 10%.

126. Motivation (to become tactically competent)

- a. One of the best - top 10%.
- b. Well above average - top 25%.
- c. Above average - top 50%.
- d. Below average - bottom 50%.
- e. Well below average - bottom 25%.
- f. One of the poorest - bottom 10%.

127. Is tactical-exercise feedback made readily available to you within your command? (Circle response)

Yes

No

If you answered -YES- to question 127, proceed to question 128. If you answered -NO- to question 127, proceed to question 132.

CIRCLE ONE LETTER in each of questions 128-131

(128-131) Please EVALUATE YOUR OPPORTUNITY TO ANALYZE TACTICAL-EXERCISE FEEDBACK IN TERMS OF each of the FOLLOWING CHARACTERISTICS:

128. Availability of time during normal working hours

Considerable Adequate No time  
time available time available available

A\_\_\_\_\_B\_\_\_\_\_C\_\_\_\_\_D\_\_\_\_\_E

129. Clarity of feedback (how it is presented)

Considerably Understandable Confusing  
Understandable

A\_\_\_\_\_B\_\_\_\_\_C\_\_\_\_\_D\_\_\_\_\_E

130. Quality of feedback (appropriateness for further application)

High Moderate Low  
quality quality quality

A\_\_\_\_\_B\_\_\_\_\_C\_\_\_\_\_D\_\_\_\_\_E

131. Quantity of feedback

Excessive Sufficient Insufficient  
quantity quantity quantity

A\_\_\_\_\_B\_\_\_\_\_C\_\_\_\_\_D\_\_\_\_\_E

132. To what extent does your current operational schedule affect your opportunity to develop tactical competency? (Circle response)

To a great To a moderate To no Not  
extent extent extent Applicable

A\_\_\_\_\_B\_\_\_\_\_C\_\_\_\_\_D\_\_\_\_\_E F

CIRCLE ONE LETTER in each of questions 133-139.

(133-139) TO WHAT EXTENT DOES the SCHEDULING of the FOLLOWING ACTIVITIES AFFECT the DEVELOPMENT OF YOUR TACTICAL COMPETENCY?

133. Independent Ship/Squadron Exercises

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

134. Coordinated operations (not including Fleet Exercises)

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

135. Supporting Services availability

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

136. Emergent (arising unexpectedly) requirements by higher authority

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

137. Material readiness

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

138. Inspections

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

139. Re Inspections

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____
			E _____
			F _____

CIRCLE ONE RESPONSE in each of questions 140-148.

(140-148) WHEN an OPERATIONAL UNIT'S SCHEDULE must be COMPRESSED because of schedule perturbations WHILE WORKING AGAINST a FIXED DATE, RATE the following nine ACTIVITIES in the ORDER that YOU THINK THAT they WOULD BE DELETED.

1 (ONE) is the FIRST ACTIVITY TO BE DELETED and 9 (NINE) is the LAST. DO NOT USE THE SAME NUMBER FOR MORE THAN ONE ACTIVITY.

140. Inspections

1 2 3 4 5 6 7 8 9

141. Administrative requirements

1 2 3 4 5 6 7 8 9

142. Material/Administrative-related training

1 2 3 4 5 6 7 8 9

143. Ashore tactical related training

1 2 3 4 5 6 7 8 9

144. Independent Ship/Squadron-exercise training.

1 2 3 4 5 6 7 8 9

145. Battle-Group-level exercises / coordinated training

1 2 3 4 5 6 7 8 9

146. Fleet exercises

1 2 3 4 5 6 7 8 9

147. Scheduled Maintenance

1 2 3 4 5 6 7 8 9

148. Operational commitments

1 2 3 4 5 6 7 8 9

Please take a few moments to review your last nine answers; insure that no duplicate numerical selections have been made.

149. Do you perceive that sufficient time between Battle Group/Fleet exercises is allocated to permit adequate feedback analysis? (Circle response)

Yes

No

150. Do you perceive that sufficient time between Battle Group/Fleet exercises is allocated to permit application of lessons learned to follow on exercise planning? (Circle response)

Yes

No

151. As a designated warfare officer, how important is it to you that basic knowledge regarding friendly/threat capabilities and demonstrated tactical competence regarding systems employment be identified as specific items on your FITREP? (Circle response)

- a. Essential. It is the most important factor in my profession.
- b. Extremely important, it is among the more critical aspects in my profession.
- c. Important, but not necessarily an item for specific FITREP comment
- d. Important, but not a factor in my present billet; therefore it shouldn't be commented on for everyone.
- e. Not important enough to mention on my FITREP.

III. Workload

CIRCLE ONE RESPONSE in each of questions 152-155.

(152-155) The FOLLOWING QUESTIONS REGARD WORK LOAD AND TIME ALLOCATION. IN SELECTING your RESPONSE, CONSIDER your OPERATING SCHEDULE OVER the PAST THREE MONTHS.

152. In your current job, how many HOURS PER DAY constitute your normal work load (AT-SEA/OPERATIONAL)?

- a. Less than 8 hours
- b. Greater than or equal to 8, less than 9
- c. Greater than or equal to 9, less than 10
- d. Greater than or equal to 10, less than 11
- e. Greater than or equal to 11, less than 12
- f. Greater than or equal to 12, less than 13
- g. Greater than or equal to 13, less than 14
- h. Greater than 14 hours
- i. NOT APPLICABLE

153. In your current job, how many HOURS PER DAY constitute your normal work load (IN-PORT/NON-OPERATIONAL)?

- a. Less than 8 hours
- b. Greater than or equal to 8, less than 9
- c. Greater than or equal to 9, less than 10
- d. Greater than or equal to 10, less than 11
- e. Greater than or equal to 11, less than 12
- f. Greater than or equal to 12, less than 13
- g. Greater than or equal to 13, less than 14
- h. Greater than 14 hours
- i. NOT APPLICABLE

154. In your current job, how many DAYS PER WEEK constitute your normal work week (AT SEA/OPERATIONAL)?

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5
- f. 6
- g. 7
- h. NOT APPLICABLE

155. In your current job, how many DAYS PER WEEK constitutes your normal work week (IN-PORT/NON-OPERATIONAL)?

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5
- f. 6
- g. 7
- h. NOT APPLICABLE



CIRCLE ONE RESPONSE in each of questions 156-165.

(156-165) Please RANK ORDER the ten job-related ACTIVITIES listed below IN TERMS OF THE AMOUNT OF TIME YOU DEDICATE TO EACH ACTIVITY in your current job.

In rank ordering use the following scale:

1st = (greatest amount of time)	6th
2nd	7th
3rd	8th
4th	9th
5th	10th

DO NOT USE THE SAME RANK FOR MORE THAN ONE ACTIVITY.

156. Primary billet (Division/Dept requirements)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

157. Collateral duties/Special projects

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

158. Administrative requirements (message-drafting, general paper work, inspection preparations)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

159. Training (operational, tactical development)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

160. Training (non-operational, non-tactical)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

161. Personnel management (discipline, counseling, record review, PQS, etc.).

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

162. Program management (drug/alcohol, EEO, boards, committees, meetings, etc.)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

163. Material management

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

164. Watchstanding

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

165. Personal professional qualifications

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

Please take a few moments to review your last ten answers; insure that no duplicate numerical selections have been made.

166. In terms of your command's mission requirements, to what extent do you perceive the time distribution by job-related activity previously described by you in questions 156-165 to be appropriate? (Circle response)

To a great extent      To a moderate extent      To no extent  
A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E

CIRCLE ONE RESPONSE in each of questions 167-176.

(167-176) Please RANK ORDER the ten job-related ACTIVITIES listed below IN TERMS OF THE AMOUNT OF TIME YOU PERCEIVE YOU SHOULD DEDICATE TO EACH ACTIVITY to support your command's mission:

In rank ordering use the following scale:

1st = (greatest amount of time)	6th
2nd	7th
3rd	8th
4th	9th
5th	10th

DO NOT USE THE SAME RANK FOR MORE THAN ONE ACTIVITY.

167. Primary billet (Division/Dept requirements)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

168. Collateral duties/Special projects

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

169. Administrative requirements (message-drafting, general paper work, inspection preparations)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

170. Training (operational, tactical development)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

171. Training (non-operational, non-tactical)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

172. Personnel management (discipline, counseling, record review, PQS, etc.).

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

173. Program management (drug/alcohol, EEO, boards, committees, meetings, etc.)

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

174. Material management

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

175. Watchstanding

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

176. Personal professional qualifications

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

Please take a few moments to review your last ten answers; insure that no duplicate numerical selections have been made.

CIRCLE ONE RESPONSE in each of questions 177-178.

177. In the job-related activity you ranked as NUMBER 1, how much time per day do you generally dedicate to that activity?

- a. Less than 30 minutes
- b. Greater than or equal to 30 minutes, less than 1 hour
- c. Greater than or equal to 1 hour, less than 2 hours
- d. Greater than or equal to 2 hours, less than 3 hours
- e. Greater than or equal to 3 hours, less than 4 hours
- f. Greater than or equal to 4 hours, less than 5 hours
- g. Greater than or equal to 5 hours, less than 6 hours
- h. Greater than or equal to 6 hours, less than 7 hours
- i. Greater than or equal to 7 hours, less than 8 hours
- j. Greater than or equal to 8 hours, less than 9 hours
- k. Greater than or equal to 9 hours, less than 10 hours
- l. Greater than or equal to 10 hours, less than 11 hours
- m. Greater than or equal to 11 hours, less than 12 hours
- n. Greater than or equal to 12 hours, less than 13 hours
- o. Greater than or equal to 13 hours, less than 14 hours
- p. Greater than 14 hours

178. In the job-related activity you ranked as NUMBER 2, how much time per day do you generally dedicate to that activity?

- a. Less than 30 minutes
- b. Greater than or equal to 30 minutes, less than 1 hour
- c. Greater than or equal to 1 hour, less than 2 hours
- d. Greater than or equal to 2 hours, less than 3 hours
- e. Greater than or equal to 3 hours, less than 4 hours
- f. Greater than or equal to 4 hours, less than 5 hours
- g. Greater than or equal to 5 hours, less than 6 hours
- h. Greater than or equal to 6 hours, less than 7 hours
- i. Greater than or equal to 7 hours, less than 8 hours
- j. Greater than or equal to 8 hours, less than 9 hours
- k. Greater than or equal to 9 hours, less than 10 hours
- l. Greater than or equal to 10 hours, less than 11 hours
- m. Greater than or equal to 11 hours, less than 12 hours
- n. Greater than or equal to 12 hours, less than 13 hours
- o. Greater than or equal to 13 hours, less than 14 hours
- p. Greater than 14 hours

CIRCLE ONE LETTER in each of questions 179-184.

179. In terms of the number of activities you must perform in your current job on a daily basis, to what extent do you perceive that you are overworked?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

180. In your current job, to what extent do you perceive that your overall productivity contributes to the achievement of your command's mission goals?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

181. To what extent do you perceive you have sufficient time available to develop your tactical competency?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

182. To what extent does your command encourage you to develop tactical concepts?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

183. To what extent do you perceive that YOUR COMMAND gives priority to developing your tactical competency?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

184. To what extent do you perceive THE NAVY gives priority to developing tactical competency?

To a great extent	To a moderate extent	To no extent
A_____	B_____	C_____
D_____	E_____	

IV. Organization

185. To what extent do you perceive that Navy Battle Groups are being tactically effective in accomplishing operational objectives?

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____
			E_____

CIRCLE ONE RESPONSE in each of questions 186-192.

(186-192) Please RATE YOUR PERCEPTION OF NAVY BATTLE GROUPS' PERFORMANCE IN TERMS OF each of THE FOLLOWING TACTICAL CHARACTERISTICS:

186. Coordination (INTERNAL-ORGANIC Battle Group Units)

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____
			E_____

187. Tactical planning

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____
			E_____

188. Execution

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____
			E_____

189. Coordination (EXTERNAL-NON-ORGANIC Battle Group units e.g., a P3 is non-organic but still must coordinate with Battle Group.)

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____
			E_____

190. Feedback

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____
			E_____

191. Tactical employment of assets

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____E_____F

192. Organization (clarity, mutual understanding of goal/mission, awareness at unit level)

Strong	Sufficient	Weak	Not Applicable
A_____	B_____	C_____	D_____E_____F

193. Do you perceive that there should be a Navy-wide program to develop our officer's tactical-competency skills? (Circle response)

Yes No

194. If you are a surface warfare officer or a submarine warfare officer, please indicate the extent of your support for the Navy's implementing a program akin to the OPPE/ORSE but designed to focus on combat systems? (Circle response)

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____E_____F

195. If you have operated as a member of a Battle Group within the past two years, please indicate if that Battle Group had tactical Warfare Area Committees? (Circle response)

Yes No Not Applicable

CIRCLE ONE RESPONSE in each of questions 196-199.

196. If you answered -YES- to question number 195, please rate to what extent you perceive the Warfare Committee's contribution was/is to the Battle Group's tactical effectiveness. If you answered -NO- to question number 195 circle NOT APPLICABLE.

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____E_____F

197. If you have operated as a member of a Battle Group within the past two years as a CO, XO, or Operations Dept Head of a ship or squadron, to what extent were you solicited regarding tactical issues at the Battle Group level?

To a great extent	To a moderate extent	To no extent	Not Applicable
A_____	B_____	C_____	D_____E_____F



198. If you have been in command of a fleet operating unit within the past two years, to what extent do you perceive you had sufficient control over your command's activities, to accomplish your command's tactical-development goals?

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____ E _____ F

199. If you have been in command of a fleet operating unit within the past two years, to what extent was your immediate supervisor supportive of your efforts to tactically develop your command?

To a great extent	To a moderate extent	To no extent	Not Applicable
A _____	B _____	C _____	D _____ E _____ F

V. Resources

CIRCLE ONE RESPONSE in each of questions 200-202.

200. To what extent do officer job changes within your command (PCS, TAD, individual qualification requirements, promotional requirements, etc.) hinder your command's tactical performance?

To a great extent	To a moderate extent	To no extent
A _____	B _____	C _____ D _____ E

201. To what extent is tactical competency necessary in the performance of your current job?

To a great extent	To a moderate extent	To no extent
A _____	B _____	C _____ D _____ E

202. In your current job, to what extent are tactically competent personnel being assigned to work with you?

To a great extent	To a moderate extent	To no extent
A _____	B _____	C _____ D _____ E

Tactical Competence Survey Comments

To aid in further analysis and interpretation, I would like your candid comments which may help explain your earlier responses in this questionnaire or bring out areas that were omitted. Specific comments regarding WHAT HELPS OR HINDERS YOU - OR OTHERS IN THE FLEET--IN THE DEVELOPMENT OF YOUR SKILLS IN INTEGRATIVE TACTICS is desired.

Your comments may be used to support statistical analysis. By not including your name, you assure your anonymity.

Please include this page with your answers and mail it in the envelope provided. Thank you for your assistance.

Grade (circle one):      O-7   O-6   O-5   O-4   O-3  
 Command Type (circle one)    Staff,   Ship,  
                                  Submarine,  
                                  Air Squadron

Billet: \_\_\_\_\_

Comments:

Comments continued:

APPENDIX E

FOLLOW-UP LETTER TO SURVEY QUESTIONNAIRE

26 March 1983

Sir,

Because of your military rank and present billet assignment you were randomly selected to receive a questionnaire entitled "Tactical Competency Survey". The questionnaire was mailed to you at this address on the 21st of March 1983. The sample population in which you were part of was extremely small, therefore it is essential that individuals selected return the completed survey questionnaire.

If you have received the questionnaire, completed it and have mailed it back, I wish to take this opportunity to thank you for your cooperation in this project. If you have received the questionnaire and have not yet completed it, please take the estimated 30-45 minutes to complete the questionnaire and return it promptly. The success of this project depends heavily upon your cooperation. Tabulation and analysis of data received is scheduled to begin shortly. Once again Thank You for your cooperation.

Sincerely,

APPENDIX F

PRETEST DATA BANK







[illegible]

[illegible]

0044773	0044774	0044775	0044776	0044777	0044821	0044822	0044823	0044824	0044825	0044826	0044827	0044828	0044829	0044830	0044831	0044832	0044833	0044834	0044835	0044836	0044837	0044838	0044839	0044840	0044841	0044842	0044843	0044844	0044845	0044846	0044847	0044848	0044849	0044850	0044851	0044852	0044853	0044854	0044855	0044856	0044857	0044858	0044859	0044860	0044861	0044862	0044863	0044864	0044865	0044866	0044867	0044868	0044869	0044870	0044871	0044872	0044873	0044874	0044875	0044876	0044877	0044878	0044879	0044880	0044881	0044882	0044883	0044884	0044885	0044886	0044887	0044888	0044889	0044890	0044891	0044892	0044893	0044894	0044895	0044896	0044897	0044898	0044899	0044900	0044901	0044902	0044903	0044904	0044905	0044906	0044907	0044908	0044909	0044910	0044911	0044912	0044913	0044914	0044915	0044916	0044917	0044918	0044919	0044920	0044921	0044922	0044923	0044924	0044925	0044926	0044927	0044928	0044929	0044930	0044931	0044932	0044933	0044934	0044935	0044936	0044937	0044938	0044939	0044940	0044941	0044942	0044943	0044944	0044945	0044946	0044947	0044948	0044949	0044950	0044951	0044952	0044953	0044954	0044955	0044956	0044957	0044958	0044959	0044960	0044961	0044962	0044963	0044964	0044965	0044966	0044967	0044968	0044969	0044970	0044971	0044972	0044973	0044974	0044975	0044976	0044977	0044978	0044979	0044980	0044981	0044982	0044983	0044984	0044985	0044986	0044987	0044988	0044989	0044990	0044991	0044992	0044993	0044994	0044995	0044996	0044997	0044998	0044999	0045000	0045001	0045002	0045003	0045004	0045005	0045006	0045007	0045008	0045009	0045010	0045011	0045012	0045013	0045014	0045015	0045016	0045017	0045018	0045019	0045020	0045021	0045022	0045023	0045024	0045025	0045026	0045027	0045028	0045029	0045030	0045031	0045032	0045033	0045034	0045035	0045036	0045037	0045038	0045039	0045040	0045041	0045042	0045043	0045044	0045045	0045046	0045047	0045048	0045049	0045050	0045051	0045052	0045053	0045054	0045055	0045056	0045057	0045058	0045059	0045060	0045061	0045062	0045063	0045064	0045065	0045066	0045067	0045068	0045069	0045070	0045071	0045072	0045073	0045074	0045075	0045076	0045077	0045078	0045079	0045080	0045081	0045082	0045083	0045084	0045085	0045086	0045087	0045088	0045089	0045090	0045091	0045092	0045093	0045094	0045095	0045096	0045097	0045098	0045099	0045100	0045101	0045102	0045103	0045104	0045105	0045106	0045107	0045108	0045109	0045110	0045111	0045112	0045113	0045114	0045115	0045116	0045117	0045118	0045119	0045120	0045121	0045122	0045123	0045124	0045125	0045126	0045127	0045128	0045129	0045130	0045131	0045132	0045133	0045134	0045135	0045136	0045137	0045138	0045139	0045140	0045141	0045142	0045143	0045144	0045145	0045146	0045147	0045148	0045149	0045150	0045151	0045152	0045153	0045154	0045155	0045156
---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------	---------

[illegible]

06885	B	D	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06886	D	0	5	3	06	12	03	09	06	10	04	08	07	07	C	A	3	08	08	02	08	06	03	05	04	08	10
06887	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06888	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06889	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06890	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06891	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06892	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06893	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06894	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06895	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06896	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
06897	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07001	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07002	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07003	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07004	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07005	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07006	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07007	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07008	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07009	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G	3	01	09	02	07	06	03	05	04	08	10
07010	D	05	7	3	2	1	5	6	4	8	9	N	C	G	C	G											

[illegible]

AD-A130 754

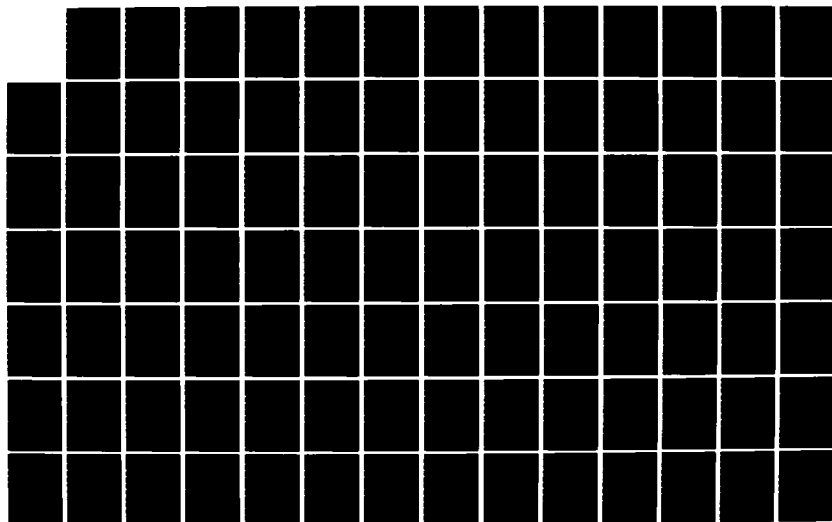
TACTICAL COMPETENCY SURVEY PRETEST DATA BASE(U) NAVAL  
POSTGRADUATE SCHOOL MONTEREY CA F K DROGOWSKI MAY 83  
NPS54-83-001

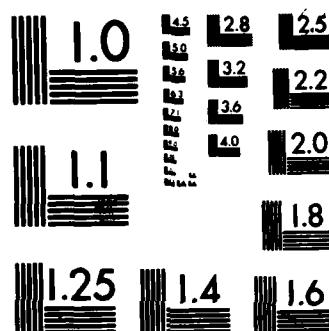
2/4

UNCLASSIFIED

F/G 5/9

NL





MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A





[illegible]





[illegible]

[illegible]



[illegible]



[illegible]

[illegible]





00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00
00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76</																								









26335	26336	26337	26338	26339	26340	26341	26342	26343	26344	26345	26346	26347	26348	26349	26350	26351	26352	26353	26354	26355	26356	26357	26358	26359	26360	26361	26362	26363	26364	26365	26366	26367	26368	26369	26370	26371	26372	26373	26374	26375	26376	26377	26378	26379	26380	26381	26382	26383	26384	26385	26386	26387	26388	26389	26390	26391	26392	26393	26394	26395	26396	26397	26398	26399	26400	26401	26402	26403	26404	26405	26406	26407	26408	26409	26410	26411	26412	26413	26414	26415	26416	26417	26418	26419	26420	26421	26422	26423	26424	26425	26426	26427	26428	26429	26430	26431	26432	26433	26434	26435	26436	26437	26438	26439	26440	26441	26442	26443	26444	26445	26446	26447	26448	26449	26450	26451	26452	26453	26454	26455	26456	26457	26458	26459	26460	26461	26462	26463	26464	26465	26466	26467	26468	26469	26470	26471	26472	26473	26474	26475	26476	26477	26478	26479	26480	26481	26482	26483	26484	26485	26486	26487	26488	26489	26490	26491	26492	26493	26494	26495	26496	26497	26498	26499	26500	26501	26502	26503	26504	26505	26506	26507	26508	26509	26510	26511	26512	26513	26514	26515	26516	26517	26518	26519	26520	26521	26522	26523	26524	26525	26526	26527	26528	26529	26530	26531	26532	26533	26534	26535	26536	26537	26538	26539	26540	26541	26542	26543	26544	26545	26546	26547	26548	26549	26550	26551	26552	26553	26554	26555	26556	26557	26558	26559	26560	26561	26562	26563	26564	26565	26566	26567	26568	26569	26570	26571	26572	26573	26574	26575	26576	26577	26578	26579	26580	26581	26582	26583	26584	26585	26586	26587	26588	26589	26590	26591	26592	26593	26594	26595	26596	26597	26598	26599	26600	26601	26602	26603	26604	26605	26606	26607	26608	26609	26610	26611	26612	26613	26614	26615	26616	26617	26618	26619	26620	26621	26622	26623	26624	26625	26626	26627	26628	26629	26630	26631	26632	26633	26634	26635	26636	26637	26638	26639	26640	26641	26642	26643	26644	26645	26646	26647	26648	26649	26650	26651	26652	26653	26654	26655	26656	26657	26658	26659	26660	26661	26662	26663	26664	26665	26666	26667	26668	26669	26670	26671	26672	26673	26674	26675	26676	26677	26678	26679	26680	26681	26682	26683	26684	26685	26686	26687	26688	26689	26690	26691	26692	26693	26694	26695	26696	26697	26698	26699	26700	26701	26702	26703	26704	26705	26706	26707	26708	26709	26710	26711	26712	26713	26714	26715	26716	26717	26718	26719	26720	26721	26722	26723	26724	26725	26726	26727	26728	26729	26730	26731	26732	26733	26734	26735	26736	26737	26738	26739	26740	26741	26742	26743	
-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	--

[illegible]

[illegible]

APPENDIX G

COMPUTER PROGRAM FOR ANALYSES

# DATA LIST

FIXED (7) /1 GRADE 6 (A) DESIG 8 (A) COAST 10 (A)  
 COMM 12 (A) JOB 14 (A) TJOB 15 (A) INVOL 18 (A)  
 ACSER 20 (A) CUREN 22 (A) PERSEADU 24 (A) GPROF 26 (A)  
 COMATSEA 28 (A) CODUNAY 30 (A) TAOQUAL 32 (A)  
 AVNCOM 34 (A) CONF 36 (A) SPFTRAEN 38 (A) RENREFTRA 40 (A)  
 RELOPTRA 42 (A) TPCCRS 44 (A) CTTCRS 46 (A) STTCRS 48 (A)  
 TAOGRS 50 (A) TWOCRS 52 (A) TPCCRSEV 54 (A) CTTCCRSEV 56 (A)  
 STTCRSEV 58 (A) TAOGRSEV 60 (A) TWOCRSEV 62 (A)  
 AFCSSC 64 (A) NWCISC 66 (A) NWCSSC 68 (A) NAWCSC 70 (A)  
 WCSC 72 (A)  
 22 AFCSSCEV 6 (A) NWCISCCEV 8 (A) NWCSSCEV 10 (A)  
 NAWCSCCEV 12 (A) WCSCCEV 14 (A) EFLCTTR 16 (A)  
 EFLCTTR 18 (A) EFLCTTR 20 (A) EFLCTTF 22 (A) EFLCTTFZL 24 (A)  
 EFLCTTRW 26 (A) IIFDCTT 28 (A) RIDCSCR 30 (A)  
 RIDCSCRF 32 (A) RIDCSCF 34 (A) RIDCSCRF 36 (A) RIDCSCRW 38 (A)  
 RIDCSCSM 40 (A) RIDCSCPF 42 (A) RIDCSCLP 44 (A)  
 RIDCSCIP 46 (A) RIDCSCET 48 (A) RIDCSCUR 50 (A) RIDCSCSD 52 (A)  
 FEUSCAG 54 (A) UTDTIT 56 (A) IIFDCT 58 (A)  
 IITAC 60 (A) CHIT 62 (A) RIOCFIT 64 (A) CPCTGA 66 (A)  
 CPCTENPM 68 (A) CPCTSTK 70 (A) CPCTOPQ 72 (A)  
 3 CFCGAPNP 6 (A) CFCGASTK 8 (A) CFCGAOPQ 10 (A)  
 CFCENPST 12 (A) CFCBNPOP 14 (A) CFCSTKOP 16 (A)  
 NPCTGA 18 (A) NPCTENPM 20 (A) NPCTSTK 22 (A) NPCTOPQ 24 (A)  
 NPCGAPNP 26 (A) NPCGASTK 28 (A) NPCGAOPQ 30 (A)  
 NPCENPST 32 (A) NPCBNPOP 34 (A) NPCSTKOP 36 (A)  
 IPCTGA 38 (A) IPCTENPM 40 (A) IPCTSTK 42 (A) IPCTOPQ 44 (A)  
 IPCGAPNP 46 (A) IPCGASTK 48 (A) IPCGAOPQ 50 (A)  
 IPCENPST 52 (A) IPCBNPOP 54 (A) IPCSTKOP 56 (A)  
 TDWAC 58 (A) TDWAC 60 (A) TDWCE 62 (A) IPTDADTC 64 (A)  
 SRTD 66 (A) BTD 68 (A) CTD 70 (A) ATS 72 (A)  
 4 ATWACH 6 (A) AIWCTD 8 (A) PWSITD 10 (A) PWS 12 (A)  
 FTWACH 14 (A) BIKWD 16 (A) IPIWDDTC 20 (A) IPIWDDTC 22 (A)  
 IPIWDDTC 24 (A) IPIWDDTC 26 (A) IPIWDDTC 28 (A)  
 IPATIDTC 30 (A) IPICGDTC 32 (A) IPTSDTC 34 (A)  
 IPICMDTC 36 (A) IPTSDTC 38 (A) IPAGODTC 40 (A)  
 IPISEDTC 42 (A) IPIBTDTC 44 (A) IPIWCEK 46 (A)  
 IRWCPS 48 (A) IIRSK 50 (A) IIRSM 52 (A) IIRTEFNC 54 (A)  
 IOATEFAT 56 (A) IOATEFCL 58 (A) IOATEFOA 60 (A)  
 IOATEFQU 62 (A) IOSEODTC 64 (A) IOSEADTC 66 (A)  
 COADTC 68 (A) SSAADTC 70 (A) ERAADTC 72 (A)  
 5 MFAATC 6 (A) IADTC 8 (A) RIADTC 10 (A) SCDICD 12 (A)  
 SCDARCD 14 (A) SCDMATCD 16 (A) SCDTRICD 18 (A) SCDISTCD 20 (A)  
 SCDBGECD 22 (A) SCDFECD 24 (A) SCDSMCD 26 (A) SCDOCCD 28 (A)  
 TBGEAFA 30 (A) TBGEALL 32 (A) TBKSPR 34 (A)  
 HPDASHL 36 (A) HEDIPHL 38 (A) DPWLLAT 40 (A)  
 EPWLLIF 42 (A) RCTAPBP 44-45 (A) ROTACDE 47-48 (A)  
 ROTARE 50-51 (A) ROTATTP 53-54 (A) ROTANTTP 56-57 (A)  
 ROTAFEMP 59-60 (A) ROTAPRM 62-63 (A) ROTAMP 65-66 (A)  
 ROTAF 68-69 (A) ROTAPPO 71-72 (A)  
 6 APROTA 6 (A) ROTAPBD 3-9 (A) ROTACDD 11-12 (A)  
 ROTARE 14-15 (A) ROTATPD 17-18 (A) ROTANTTD 20-21 (A)  
 ROTAFEMD 23-24 (A) ROTAPRMD 26-27 (A) ROTAMMD 29-30 (A)  
 ROTAWD 32-33 (A) ROTAFPOD 35-36 (A) TPDIHMO 38 (A)  
 TPDIHNT 40 (A) IPOBOW 42 (A) IPOPCACG 44 (A) IPSTADTC 46 (A)  
 IPCEDTC 48 (A) IPCGPDTC 50 (A) IPNGPDTC 52 (A)  
 NBGTAAO 54 (A) IPBGPCOR 56 (A) IPBGPTP 58 (A)  
 IFEGGFEX 60 (A) IPBGPCMO 62 (A) IPBGPTZ 64 (A)  
 IPBGFEA 66 (A) IPBGPORG 68 (A) IPNWPDT 70 (A)  
 ISOOPPE 72 (A)  
 7 ICTYBGC 6 (A) EIPBGWCC 8 (A) CYODHSTI 10 (A)  
 COSCCTDG 12 (A) CISETDC 14 (A) OJCHCTP 16 (A)  
 TCNFCJ 18 (A) TCPAWY 20 (A)

## INPUT MEDIUM

COMMENT  
 COMMENT  
 COMMENT  
 VAR LABELS

## DISK

SECTION I (BACKGROUND DATA)  
 QUESTIONS THIS SECTION 1-17  
 QUESTION 1-17

GRADE, INDIVIDUALS' MOST SENIOR GRADE SELECTED/  
 DESIG, DESIGNATOR/  
 COAST, ASSIGNED COAST/  
 COMM, . PRESENT COMMAND/

JOB, PRESENT JCB OR BILLET ASSIGNED/  
 TJOB, TIME IN PRESENT JOB OR BILLET/  
 INVCL, COMMANDS MOST RECENT INVOLVEMENT/  
 ACSER, TIME IN ACTIVE SERVICE/  
 CUREM, CCMMANDS CURRENT EMPLOYMENT/  
 PERSEADU, PERCENT SEA DUTY/  
 GPROF, OVERALL MOST PROFICIENT WORK AREA/  
 COMATSEA, NUMBER OF INDIVIDUALS' HAVING ACHIEVED  
 COMMAND AT SEA QUALIFICATION/  
 OODUNWAY, NUMBER OF INDIVIDUALS' HAVING ACHIEVED  
 OFFICER OF THE DECK UNDERWAY QUALIFICATION/  
 TAOQUAL, NUMBER OF INDIVIDUALS' HAVING ACHIEVED  
 TACTICAL ACTION OFFICER QUALIFICATION/  
 AVMICOM, NUMBER OF INDIVIDUALS' HAVING ACHIEVED  
 AVIATION MISSION COMMANDER QUALIFICATION/

COMMENT  
 COMMENT  
 COMMENT  
 VAR LABELS

SECTION II (TRAINING)  
 QUESTIONS THIS SECTION 16-151

QUESTION 16-19

CONF, CONFIDENCE IN PREVIOUS TACTICAL EXPERIENCE  
 IN DEALING WITH PRESENT TACTICAL RELATED JOB/  
 SPPTRAEN, BREAKDOWN OF INDIVIDUALS' RECEIVING SPECIFIC  
 FORMAL TRAINING ENROUTE TO CURRENT JOB/  
 RPNRPTRA, REASON FOR NOT RECEIVING FORMAL TRAINING EN-  
 ROUTE TO PRESENT JOB/  
 RELOFTRA, RELEVANCE OF FORMAL TRAINING RECEIVED EN-  
 ROUTE TO PRESENT JOB/

COMMENT  
 VAR LABELS

QUESTION 20-24

TPCCRS, NUMBER OF INDIVIDUALS' COMPLETING  
 TACTICAL PLATFORM COORDINATION COURSE/  
 CTTCS, NUMBER OF INDIVIDUALS' COMPLETING  
 COMMANDER'S TACTICAL TRAINING COURSE/  
 STTCRS, NUMBER OF INDIVIDUALS' COMPLETING  
 STAFF TACTICAL TRAINING COURSE/  
 TAOCS, NUMBER OF INDIVIDUALS' COMPLETING  
 TACTICAL ACTION OFFICER COURSE/  
 TWOCRS, NUMBER OF INDIVIDUALS' COMPLETING  
 TACTICAL WARFARE OVERVIEW COURSE/

COMMENT  
 VAR LABELS

QUESTION 25-29

TPCCRSEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
 TACTICAL PLATFORM COORDINATION COURSE/  
 CTTCSRSEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
 COMMANDER'S TACTICAL TRAINING COURSE/  
 STTCRSEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF STAFF  
 TACTICAL TRAINING COURSE/  
 TAOCSRSEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
 TACTICAL ACTION OFFICER COURSE/

TWOCRSEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
TACTICAL WARFARE OVERVIEW COURSE/

COMMENT  
VAR LABELS

QUESTION 30-34

APCSSC, TOTAL NUMBER OF INDIVIDUALS' COMPLETING  
ARMED FORCES COMMAND & STAFF..SERVICE COLLEGE/

NWCISC, TOTAL NUMBER OF INDIVIDUALS' COMPLETING  
NAVY WAR COLLEGE INTERMED LEVEL..SERVICE COLLEGE/

NWCSSC, TOTAL NUMBER OF INDIVIDUALS' COMPLETING  
NAVY WAR COLLEGE SENIOR LEVEL..SERVICE COLLEGE/

NAWCSC, TOTAL NUMBER OF INDIVIDUALS' COMPLETING  
NATIONAL WAR COLLEGE..SERVICE COLLEGE/

WCSC, TOTAL NUMBER OF INDIVIDUALS' COMPLETING  
WAR COLLEGE..OTHER SERVICE/

COMMENT  
VAR LABELS

QUESTION 35-39

APCSSCEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
ARMED FORCES COMMAND & STAFF..SERVICE COLLEGE/

NWCISCEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF NAVY  
WAR COLLEGE INTERMED LEVEL..SERVICE COLLEGE/

NWCSSCEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
NAVY WAR COLLEGE SENIOR LEVEL..SERVICE COLLEGE/

NAWCSCCEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
NATIONAL WAR COLLEGE..SERVICE COLLEGE/

WCSCCEV, INDIVIDUAL'S EFFECTIVENESS EVALUATION OF  
WAR COLLEGE..OTHER SERVICE/

COMMENT  
VAR LABELS

QUESTION 40

PFTTPJ, INDIVIDUALS' PERCEPTION OF REQUIREMENT TO COMPLETE  
FORMAL TACTICAL TRAINING PRIOR TO PRESENT JOE/

COMMENT  
VAR LABELS

QUESTION 41-45

EFLCTTR, INDIVIDUALS' EVALUATION OF TACTICAL EFFECTIVENESS  
OF LARGE COMPUTER-AIDED TACTICAL TRAINERS IN  
REALISM/

EFLCTTRE, INDIVIDUALS' EVALUATION OF TACTICAL EFFECTIVENESS  
OF LARGE COMPUTER-AIDED TACTICAL TRAINERS IN  
REALIAEILITY/

EFLCTTF, INDIVIDUALS' EVALUATION OF TACTICAL EFFECTIVENESS  
OF LARGE COMPUTER-AIDED TACTICAL TRAINERS IN  
FEEDBACK/

EFLCTTFL, INDIVIDUALS' EVALUATION OF TACTICAL EFFECTIVENESS  
OF LARGE COMPUTER-AIDED TACTICAL TRAINERS IN  
FLEXIBILITY/

EFLCTTRW, INDIVIDUALS' EVALUATION OF TACTICAL EFFECTIVENESS  
OF LARGE COMPUTER-AIDED TACTICAL TRAINERS IN  
REAL WORLD APPLICATION/

COMMENT  
VAR LABELS

QUESTION 46

IIFDCTT, EXTENT OF INDIVIDUALS' INTEREST IN SEEING  
FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL  
TRAINERS/

COMMENT  
VAR LABELS

QUESTION 47-58

RIDCSCR, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF REALISM/

RIDCSCE, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF RELIABILITY/

RIDCSCF, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF FEEDBACK/

RIDCSCRF, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF REFERENCE INDEX CAPABILITY/

RIDCSCRW, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF REAL WORLD APPLICATION/

RIDCSCSM, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF SPACE..MAINTENANCE REQUIREMENTS/

RIDCSCFF, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF PROGRAM DIMENSION FLEXIBILITY/

RIDCSCIP, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF LOCAL COMMAND PROGRAMMING ABILITY/

RIDCSCIP, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF INTERACTIVE PROGRAMMING/

RIDCSCEI, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF EVALUATING INDIVIDUAL PERFORMANCE/

RIDCSCUR, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF USER REACTION TIME SLAVED TO REAL WORLD EXPECTATIONS/

RIDCSCSD, EXTENT OF INDIVIDUALS' RELATIVE IMPORTANCE, GIVEN FURTHER DEVELOPMENT OF COMPUTER-AIDED TACTICAL TRAINERS IN THE DESIGN CHARACTERISTIC OF SET UP..DISASSEMBLY TIME/

COMMENT  
VAR LABELS

QUESTION 59

PEUSCHG, NUMBER OF INDIVIDUALS' HAVING PRIOR EXPERIENCE IN USING SMALL COMPUTER-AIDED WAR GAMES/

COMMENT  
VAR LABELS

QUESTION 60-62

UTTDITT, EXTENT OF INDIVIDUALS' PERCEPTION IN USE OF SMALL TABLE TOP COMPUTERS AID IN DEVELOPING



AN INDIVIDUAL'S TACTICAL COMPETENCY LEVEL/

IIFETT, EXTENT OF INDIVIDUALS' INTEREST IN FURTHER DEVELOPMENT OF SMALL TABLE TOP TYPE WAR GAMES/

IITTAC, EXTENT OF INDIVIDUALS' INTEREST IN HAVING SMALL TABLE TOP TYPE WAR GAMES AVAILABLE TO INDIVIDUAL COMMANDERS/

COMMENT  
VAR LABELS

QUESTION 63

CHTT, FREQUENCY OF COMMANDS HAVING TACTICAL TRAINING PROGRAMS IN EFFECT AT TIME OF SURVEY/

COMMENT  
VAR LABELS

QUESTION 64

RIOCFTT, INDIVIDUALS' PERCEPTION OF RELATIVE IMPORTANCE OF A COMMAND HAVING A TACTICAL TRAINING PROGRAM/

COMMENT  
VAR LABELS

QUESTION 65-74

CPCTGA, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF TACTICS VERSUS GENERAL ADMIN/

CPCTPNFM, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF TACTICS VERSUS PERSONNEL AND NAVY PROGRAM MANAGEMENT/

CPCTSTK, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF TACTICS VERSUS SYSTEM TECHNICAL KNOWLEDGE/

CPCTCPQ, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF TACTICS VERSUS OFFICER PROFESSIONAL QUALIFICATIONS/

CPCGAPNP, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF GENERAL ADMIN VERSUS PERSONNEL AND NAVY PROGRAM MANAGEMENT/

CPCGASTK, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF GENERAL ADMIN VERSUS SYSTEM TECHNICAL KNOWLEDGE/

CPCGAOPQ, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF GENERAL ADMIN VERSUS OFFICER PROFESSIONAL QUALIFICATIONS/

CPCPNPST, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF PERSONNEL AND NAVY PROGRAMS MANAGEMENT VERSUS SYSTEM TECHNICAL KNOWLEDGE/

CPCFNPOP, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF PERSONNEL AND NAVY PROGRAMS MANAGEMENT VERSUS OFFICER PROFESSIONAL QUALIFICATIONS/

CPCSTKOP, INDIVIDUALS' PERCEPTION OF COMMAND PRIORITY, COMPARISON OF SYSTEM TECHNICAL KNOWLEDGE VERSUS OFFICER PROFESSIONAL QUALIFICATIONS/

NPCTGA, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY, COMPARISON OF TACTICS VERSUS GENERAL ADMIN/

NPCTPNFM, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY, COMPARISON OF TACTICS VERSUS PERSONNEL AND NAVY PROGRAM MANAGEMENT/

NPCTSTK, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY, COMPARISON OF TACTICS VERSUS SYSTEM TECHNICAL KNOWLEDGE/

NPCTCPQ, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF TACTICS VERSUS OFFICER PRO-  
FESSIONAL QUALIFICATIONS/  
NPCGAPNP, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS PERSONNEL  
AND NAVY PROGRAM MANAGEMENT/  
NPCGASTK, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS SYSTEM  
TECHNICAL KNOWLEDGE/  
NPCGAOPQ, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS OFFICER  
PROFESSIONAL QUALIFICATIONS/  
NPCFNST, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF PERSONNEL AND NAVY PROGRAMS  
MANAGEMENT VERSUS SYSTEM TECHNICAL KNOWLEDGE/  
NPCFNPOP, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF PERSONNEL AND NAVY PROGRAMS  
MANAGEMENT VERSUS OFFICER PROFESSIONAL  
QUALIFICATIONS/  
NPCSTKOP, INDIVIDUALS' PERCEPTION OF NAVY PRIORITY,  
COMPARISON OF SYSTEM TECHNICAL KNOWLEDGE VERSUS  
OFFICER PROFESSIONAL QUALIFICATIONS/

COMMENT  
VAR LABELS

QUESTION 85-94

IPCTGA, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF TACTICS VERSUS GENERAL ADMIN/  
IPCTFNEM, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF TACTICS VERSUS PERSONNEL AND  
NAVY PROGRAM MANAGEMENT/  
IPC1STK, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF TACTICS VERSUS SYSTEM TECHNICAL  
KNOWLEDGE/  
IPCTCPQ, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF TACTICS VERSUS OFFICER PRO-  
FESSIONAL QUALIFICATIONS/  
IPCGAPNP, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS PERSONNEL  
AND NAVY PROGRAM MANAGEMENT/  
IPCGASTK, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS SYSTEM  
TECHNICAL KNOWLEDGE/  
IPCGAOPQ, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF GENERAL ADMIN VERSUS OFFICER  
PROFESSIONAL QUALIFICATIONS/  
IPCFNST, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF PERSONNEL AND NAVY PROGRAMS  
MANAGEMENT VERSUS SYSTEM TECHNICAL KNOWLEDGE/  
IPCFNPOP, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF PERSONNEL AND NAVY PROGRAMS  
MANAGEMENT VERSUS OFFICER PROFESSIONAL  
QUALIFICATIONS/  
IPCSTKOP, INDIVIDUALS' PERCEPTION OF INDIVIDUAL PRIORITY,  
COMPARISON OF SYSTEM TECHNICAL KNOWLEDGE VERSUS  
OFFICER PROFESSIONAL QUALIFICATIONS/

COMMENT  
VAR LABELS

QUESTION 95-97

	TDANC,	NUMBER OF INDIVIDUALS' PERCEIVING THE AVAILABILITY OF TACTICAL DOCUMENTS WITHIN THE INDIVIDUALS' COMMAND/
	TDACWC,	NUMBER OF INDIVIDUALS' PERCEIVING THE ACCESSIBILITY OF TACTICAL DOCUMENTS WITHIN THE INDIVIDUALS' COMMAND/
	TDRCE,	NUMBER OF INDIVIDUALS' PERCEIVING THAT THEIR COMMAND ENCOURAGES HIM TO REVIEW TACTICAL DOCUMENTS/
COMMENT VAR LABELS	QUESTION 98	
	IPTEADTC,	PERCEPTION OF INDIVIDUALS' USE OF TACTICAL DOCUMENTS AIDING IN THE DEVELOPMENT OF TACTICAL COMPETENCY/
COMMENT VAR LABELS	QUESTION 99-101	
	SRTD,	NUMBER OF INDIVIDUALS' COMPLETING SELF REVIEW OF TACPRO, TACNOTE OR TACMEMO/
	BTD,	NUMBER OF INDIVIDUALS' WHO HAVE CONDUCTED A BRIEF OF A TACTICAL DOCUMENT TO A HIGHER AUTHORITY/
	CPTD,	NUMBER OF INDIVIDUALS' WHO HAVE CONTRIBUTED FOR PUBLICATION A TACTICAL CONCEPT OR IDEA/
COMMENT VAR LABELS	QUESTION 102-104	
	ATS,	NUMBER OF INDIVIDUALS' WHO HAVE ATTENDED AS AN OBSERVER A TACTICAL SYMPOSIUM/
	ATWACH,	NUMBER OF INDIVIDUALS' WHO HAVE ATTENDED AS AN OBSERVER A TACTICAL WARFARE AREA COMMITTEE MEETING...BATTLE GROUP LEVEL/
	AIWCTD,	NUMBER OF INDIVIDUALS' WHO HAVE ATTENDED AS AN OBSERVER A INTRA WARFARE COMMUNITY TACTICAL DISCUSSION/
COMMENT VAR LABELS	QUESTION 105-109	
	PWSITD,	NUMBER OF INDIVIDUALS' WHO HAVE PARTICIPATED IN A WARROOM...SMALL GROUP...INFORMAL TACTICAL DISCUSSION/
	PTS,	NUMBER OF INDIVIDUALS' WHO HAVE PARTICIPATED IN A TACTICAL SYMPOSIUM/
	PTWACH,	NUMBER OF INDIVIDUALS' WHO HAVE PARTICIPATED IN A TACTICAL WARFARE AREA COMMITTEE MEETING/
	PIWCWD,	NUMBER OF INDIVIDUALS' WHO HAVE PARTICIPATED IN A INTRA WARFARE COMMUNITY WARFARE DISCUSSION/
COMMENT	QUESTION	NUMBER 109 DELETE FROM ANALYSIS SINCE DUPLICATES QUESTION NUMBER 105.
COMMENT VAR LABELS	QUESTION 110-122	
	IPITDDTC,	EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER INFORMAL TACTICAL DISCUSSIONS CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
	IPPTDDTC,	EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER FORMAL TACTICAL DISCUSSIONS...SPONSORED EVENTS..

CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/

- IPIWDDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER INTRA WARFARE COMMUNITY TACTICAL DISCUSSIONS CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPTCCDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER TACTICAL CORRESPONDENCE COURSES CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPTDRDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER TACTICAL DOCUMENT REVIEW CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPATTDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER ASHORE TACTICAL TRAINERS CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPICGDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER INFORMAL COMMAND WARFARE GAMES...TABLE TOP... CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPTSDDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER TACTICAL SYMPOSIUMS...SPONSORED... CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPTCMDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER TACTICAL WARFARE AREA COMMITTEE MEETINGS AT THE BATTLE GROUP LEVEL CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPRTDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER REFRESHER TRAINING...ORE-ORI...CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPWGODTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER WING-GROUP...ORE-ORI...CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPISEDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER INDIVIDUAL COMMAND EXERCISES CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/
- IPPEGDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER PARTICIPATION IN BATTLE GROUP OR FLEET EXERCISES CURRENTLY AID IN DEVELOPING THEIR OWN TACTICAL COMPETENCY/

COMMENT  
VAR LABELS

QUESTION 123-124

- IRWCPRK, INDIVIDUALS' RATING OF WARFARE COMMUNITY PEERS AS TACTICANS IN A MULTI THREAT COORDINATED OPERATIONS SITUATION IN TERMS OF RESOURCE KNOWLEDGE/
- IRWCFS, INDIVIDUALS' RATING OF WARFARE COMMUNITY PEERS AS TACTICANS IN A MULTI THREAT COORDINATED OPERATIONS SITUATION IN TERMS OF RESOURCE KNOWLEDGE/

COMMENT  
VAR LABELS

QUESTION 125-126

IRSRK, INDIVIDUALS' RATING OF HIMSELF AS A TACTICANS IN A MULTI THREAT COORDINATED OPERATIONS SITUATION IN TERMS OF RESOURCE KNOWLEDGE/

IRSM, INDIVIDUALS' RATING OF HIMSELF AS A TACTICANS IN A MULTI THREAT COORDINATED OPERATIONS SITUATION IN TERMS OF MOTIVATION/

COMMENT  
VAR LABELS

QUESTION 127

RAOTEFWC, INDIVIDUALS' PERCEPTION AS TO WHETHER TACTICAL EXERCISE FEEDBACK IS MADE READILY AVAILABLE TO THE INDIVIDUAL WITHIN THEIR COMMAND/

COMMENT  
VAR LABELS

QUESTION 128-131

IOATEPAT, INDIVIDUALS' PERCEPTION OF OPPORTUNITY TO ANALYZE TACTICAL EXERCISE FEEDBACK BASED ON AVAILABILITY OF TIME DURING NORMAL WORKING HOURS/

IOATEPCL, INDIVIDUALS' PERCEPTION OF OPPORTUNITY TO ANALYZE TACTICAL EXERCISE FEEDBACK BASED ON CLARITY OF FEEDBACK RECEIVED/

IOATEPQA, INDIVIDUALS' PERCEPTION OF OPPORTUNITY TO ANALYZE TACTICAL EXERCISE FEEDBACK BASED ON QUALITY OF FEEDBACK RECEIVED/

IOATEFQU, INDIVIDUALS' PERCEPTION OF OPPORTUNITY TO ANALYZE TACTICAL EXERCISE FEEDBACK BASED ON QUANTITY OF FEEDBACK RECEIVED/

COMMENT  
VAR LABELS

QUESTION 132

OSEOTC, INDIVIDUALS' PERCEPTION AS TO THE EXTENT THAT OPERATIONAL SCHEDULES EFFECT THE INDIVIDUALS' OPPORTUNITY TO DEVELOP TACTICAL COMPETENCY/

COMMENT  
VAR LABELS

QUESTION 133-139

ISSEADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF INDEPENDENT SHIP OR SQUADRON EXERCISES AFFECTS THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

COADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF COORDINATED OPERATION EXERCISES AFFECT THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

SSAADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF SUPPORTING SERVICES AVAILABILITY AFFECTS THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

ERADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF EMERGENT REQUIREMENTS BY HIGHER AUTHORITY AFFECTS THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

MRADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF MATERIAL READINESS AFFECTS THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

IADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF INSPECTIONS AFFECTS THE DEVELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

RIADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE SCHEDULING OF RE-INSPECTIONS AFFECTS THE DE-

VELOPMENT OF THEIR OWN TACTICAL COMPETENCY/

COMMENT  
VAR LABELS

QUESTION 140-148

- SCDICD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF INSPECTIONS WOULD TAKE PLACE DUE TO COMPRESSING OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDARCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF ADMIN REQUIREMENTS WOULD TAKE PLACE DUE TO COMPRESSING OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDMATCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF MATERIAL OR ADMIN TRAINING WOULD TAKE PLACE DUE TO COMPRESSING OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDTRTCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF TACTICAL RELATED TRAINING WOULD TAKE PLACE DUE TO COMPRESSING OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDISTCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF INDEPENDENT EXERCISES TRAINING WOULD TAKE PLACE DUE TO COMPRESSING OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDBGECD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF BATTLE GROUP LEVEL COORDINATED TRAINING WOULD TAKE PLACE DUE TO COMPRESSION OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDFECD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF FLEET EXERCISES WOULD TAKE PLACE DUE TO COMPRESSION OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDSMCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF SCHEDULED MAINTENANCE WOULD TAKE PLACE DUE TO COMPRESSION OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/
- SCDOCCD, INDIVIDUALS' PERCEPTION AS TO THE RANK ORDER IN WHICH THE DELETION OF OPERATIONAL COMMITMENTS WOULD TAKE PLACE DUE TO COMPRESSION OF A UNIT'S OPERATIONAL SCHEDULE WHILE WORKING AGAINST A FIXED DATE/

COMMENT  
VAR LABELS

QUESTION 149

- TBBGEAFA, INDIVIDUALS' PERCEPTION AS TO WHETHER THERE IS SUFFICIENT TIME ALLOCATED BETWEEN BATTLE GROUP ..FLEET.. EXERCISES TO PERMIT ADEQUATE FEEDBACK ANALYSIS/

COMMENT  
VAR LABELS

QUESTION 150

- TBBGEALL, INDIVIDUALS' PERCEPTION AS TO WHETHER THERE IS SUFFICIENT TIME ALLOCATED BETWEEN BATTLE GROUP ..FLEET.. EXERCISES TO PERMIT APPLICATION OF LESSONS LEARNT TO FOLLOW ON EXERCISE PLANNING/

COMMENT  
VAR LABELS

QUESTION 151

IBKSF, INDIVIDUALS' PERCEPTION AS TO THE RELATIVE IMPORTANCE OF DEMONSTRATING BASIC KNOWLEDGE REGARDING FRIENDLY..THREAT.. CAPABILITIES AND DEMONSTRATED TACTICAL COMPETENCY REGARDING SYSTEMS EMPLOYMENT SUCH THAT IT BE IDENTIFIED AS A SPECIFIC ITEM ON HIS FITNESS REPORT/

COMMENT  
COMMENT  
COMMENT  
VAR LABELS

SECTION III (WORKLOAD)  
QUESTIONS THIS SECTION 152-184  
QUESTION 152-155

HPDASWL, INDIVIDUALS' NORMAL WORK LOAD...HOURS PER DAY...  
...AT SEA ...OPERATIONAL/

HPDIPWL, INDIVIDUALS' NORMAL WORK LOAD...HOURS PER DAY...  
...IN FORT...NON OPERATIONAL/

DPWNLAT, INDIVIDUALS' NORMAL WORK WEEK...DAYS PER WEEK...  
...AT SEA...OPERATIONAL/

DPWNLIF, INDIVIDUALS' NORMAL WORK WEEK...DAYS PER WEEK...  
...IN FORT...NON OPERATIONAL/

COMMENT  
VAR LABELS

QUESTION 156-165

ROTAPBP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...PRIMARY BILLET...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTACDP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...COLLATERAL DUTIES...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAARF, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...ADMIN REQUIREMENTS...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTATTP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...TACTICAL TRAINING...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTANTTP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...NON TACTICAL TRAINING...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAPEMP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...PERSONNEL MANAGEMENT...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAFRMP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...PROGRAM MANAGEMENT...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAMMF, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...MATERIAL MANAGEMENT...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAMP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY...WATCHSTANDING...IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATE TO THAT ACTIVITY/

ROTAPPQP, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... PERSONAL PROFESSIONAL QUALIFICATIONS, IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATED TO THAT ACTIVITY/

COMMENT  
VAR LABELS

QUESTION 166

APROTA, IN TERMS OF SATISFYING COMMAND MISSION REQUIREMENTS INDIVIDUALS' PERCEPTION AS TO THE APPROPRIATENESS OF THE TIME DISTRIBUTION PREVIOUSLY DESCRIBED IN QUESTIONS 156-165/

COMMENT  
VAR LABELS

QUESTION 167-176

ROTAFBD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... PRIMARY BILLET... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTACDD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... COLLATERAL DUTIES... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAARD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... ADMIN REQUIREMENTS... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTATTE, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... TACTICAL TRAINING... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTANTTD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... NON TACTICAL TRAINING... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAFEMD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... PERSONNEL MANAGEMENT... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAFRMD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... PROGRAM MANAGEMENT... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAMMD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... MATERIAL MANAGEMENT... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAWD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... WATCHSTANDING... IN TERMS OF THE AMOUNT OF TIME THEY PERCEIVE THEY SHOULD DEDICATE TO THAT ACTIVITY/

ROTAPPQD, INDIVIDUALS' RANK ORDERING OF THE JOB RELATED ACTIVITY... PERSONAL PROFESSIONAL QUALIFICATIONS, IN TERMS OF THE AMOUNT OF TIME THEY PRESENTLY DEDICATED TO THAT ACTIVITY/

COMMENT  
VAR LABELS

QUESTION 177-178

TPDIHNO, NUMBER OF HOURS AN INDIVIDUAL DEDICATES PER DAY ON THE ACTIVITY RANKED NUMBER ONE IN QUESTIONS NUMBER 156-165/



TPDIHNT, NUMBER OF HOURS AN INDIVIDUAL DEDICATES PER DAY ON THE ACTIVITY RANKED NUMBER TWO IN QUESTIONS NUMBER 156-165/

COMMENT  
VAR LABELS

QUESTION 179-194

IPOBOW, EXTENT OF INDIVIDUALS' PERCEPTION AS TO BEING OVERWORKED/

IPOPCACG, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THEIR OVERALL PRODUCTIVITY CONTRIBUTING TO THE ACHIEVEMENT OF COMMAND GOALS/

IPSTADTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE AVAILABILITY OF SUFFICIENT TIME TO DEVELOPE INDIVIDUAL TACTICAL COMPETENCY/

IPCEDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE COMMAND IN WHICH ASSIGNED ENCOURAGES INDIVIDUAL DEVELOPMENT OF TACTICAL CONCEPTS/

IPCGFDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE COMMAND IN WHICH ASSIGNED GIVES PRIORITY TO THE DEVELOPMENT OF TACTICAL CONCEPTS/

IPNGPDTC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER THE NAVY GIVES PRIORITY TO THE DEVELOPING OF TACTICAL CONCEPTS/

COMMENT  
COMMENT  
COMMENT  
VAR LABELS

SECTION IV (ORGANIZATION)  
QUESTIONS THIS SECTION 185-199  
QUESTION 185

NBGTEAOO, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER NAVY BATTLE GROUPS ARE BEING TACTICALLY EFFECTIVE IN ACCOMPLISHING OPERATIONAL OBJECTIVES/

COMMENT  
VAR LABELS

QUESTION 186-192

IPBGFCOR, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF INTERNAL ORGANIC COORDINATION/

IPBGPTP, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF TACTICAL PLANNING/

IPEGGPEX, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF EXECUTION/

IPEGFCNO, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF EXTERNAL NON ORGANIC COORDINATION/

IPEGFFE, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF FEEDBACK/

IPEGPTTA, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF TACTICAL EMPLOYMENT OF ASSETS/

IPBGPORG, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE PERFORMANCE OF NAVY BATTLE GROUPS IN THE TACTICALLY RELATED CHARACTERISTIC OF ORGANIZATION/

COMMENT  
VAR LABELS

QUESTION 193

IPNWPDTIC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE  
WHETHER THERE SHOULD BE A NAVY WIDE PROGRAM  
TO DEVELOPE NAVAL OFFICERS TACTICAL COMPETENCY/

COMMENT  
VAR LABELS

QUESTION 194

ISOOPPE, SURFACE WARFARE OFFICER AND SUBMARINE WARFARE  
OFFICERS EXTENT OF PERCEPTION AS TO THE SUPPORT  
FOR THE NAVYS' IMPLEMENTING A PROGRAM AKIN TO  
THE ..OPPE..ORSE.. BUT DESIGNED TO FOCUS ON  
COMBAT SYSTEMS/

COMMENT  
VAR LABELS

QUESTION 195

IOTYBGC, NUMBER OF INDIVIDUALS' WHO HAVE OPERATED AS A  
MEMBER OF A BATTLE GROUP WITHIN THE PAST TWO  
YEARS THAT HAD HAD TACTICAL WARFARE AREA  
COMMITTEES/

COMMENT  
VAR LABELS

QUESTION 196-199

EIPBGWCC, EXTENT OF INDIVIDUALS' PERCEPTION AS TO THE  
CONTRIBUTION TO TACTICAL EFFECTIVENESS OF THE  
BATTLE GROUPS TACTICAL WARFARE AREA COMMITTEE  
PREVIOUSLY RECOGNIZED IN QUESTION 195/

CXODHSTI, EXTENT OF PERCEPTION BY INDIVIDUALS' WHO WITHIN  
THE PAST TWO YEARS WERE EITHER A COMMANDING  
OFFICER, EXECUTIVE OFFICER, OR OPERATIONS DESA-  
MENT HEAD OPERATING WITHIN A BATTLE GROUP AND  
WERE SOLICITED REGARDING TACTICAL ISSUES AT THE  
BATTLE GROUP LEVEL/

COSCCTDG, EXTENT OF PERCEPTION BY INDIVIDUALS' WHO WITHIN  
THE PAST TWO YEARS WHO HAVE BEEN IN COMMAND OF  
A FLEET OPERATING UNIT AS TO WHETHER THEY HAD  
SUFFICIENT CONTROL OVER THEIR COMMAND'S ACTIV-  
ITIES TO ACCOMPLISH THE COMMAND'S TACTICAL DEVEL-  
OPMENT GOALS/

CISSETDC, EXTENT OF PERCEPTION BY INDIVIDUALS' WHO WITHIN  
THE PAST TWO YEARS WHO HAVE BEEN IN COMMAND OF  
A FLEET OPERATING UNIT AS TO WHETHER THEIR  
IMMEDIATE SUPERVISOR WAS SUPPORTIVE OF EFFORT  
TO TACTICALLY DEVELOP THEIR COMMAND/

COMMENT  
COMMENT  
COMMENT  
VAR LABELS

SECTION V (RESOURCES)  
QUESTIONS THIS SECTION 200-202  
QUESTION 200-202

OJCHCTP, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER  
JOB CHANGES WITHIN A COMMAND HINDER A COMMAND'S  
TACTICAL PERFORMANCE/

TCNPCI, EXTENT OF INDIVIDUALS PERCEPTION AS TO WHETHER  
TACTICAL COMPETENCY IS NECESSARY IN THE PERFORM-  
ANCE OF THEIR CURRENT JOB/

T AWY, EXTENT OF INDIVIDUALS' PERCEPTION AS TO WHETHER  
TACTICALLY COMPETENT PERSONNEL ARE BEING ASSIGN-  
ED TO WORK WITH THEM ON A DAILY BASIS/

VALUE LABELS

GRADE

{ 'A' } 0-7 { 'B' } 0-6 { 'C' } 0-5  
{ 'D' } 0-4 { 'E' } 0-3/

DESIG

{ 'A' } 1110 { 'B' } 1115 { 'C' } 1120  
{ 'D' } 1125 { 'E' } 1130 { 'F' } 1135  
{ 'G' } 1320 { 'H' } 1325 { 'I' } OTHER/

COAST

('A') ATLANTIC  
(B) PACIFIC/

COMM

('A') NUMBERED FLEET STAFF  
(B) CARRIER GROUP STAFF  
(C) CRUISER DESTROYER GROUP STAFF  
(D) AMPHIBIOUS GROUP STAFF  
(E) SUBMARINE GROUP STAFF  
(F) CARRIER AIR WING STAFF  
(G) DESTROYER SQUADRON STAFF  
(H) MINE WARFARE STAFF  
(I) AMPHIBIOUS SQUADRON STAFF  
(J) SUBMARINE SQUADRON STAFF  
(K) FUNCTIONAL WING STAFF  
(L) OTHER STAFF  
(M) CV  
(N) LHA  
(O) CG DD DDG FFG FF  
(P) SUBMARINE  
(Q) MINE WARFARE TYPE SHIP  
(R) MISC TYPE SHIP  
(S) AMPHIBIOUS TYPE SHIP  
(T) OTHER TYPE SHIP  
(U) VA SQUADRON  
(V) VAO SQUADRON  
(W) VAW SQUADRON  
(X) VF SQUADRON  
(Y) VP SQUADRON  
(Z) VQ SQUADRON  
(O) VS SQUADRON  
(1) HELO SQUADRON  
(2) OTHER/

JOB

('A') STAFF COMMAND  
(B) CHIEF OF STAFF CHIEF STAFF OFFICER  
(C) OPS PLANS GROUP  
(D) MAINT, ENGINEERING GROUP  
(E) WEAPONS, COMBAT SYSTEMS  
(F) COMMUNICATIONS GROUP  
(G) READINESS, TRAINING  
(H) TACTICS GROUP  
(I) OTHER STAFF  
(J) CC, XO  
(K) OPS, AIR OPS, AIR DEPT HEAD  
(L) OPS, AIR OPS, AIR NON-DEPT HEAD  
(M) WEAPONS, COMBAT SYSTEMS DEPT HEAD  
(N) WEAPONS, COMBAT SYSTEMS NON-DEPT HEAD  
(O) MAINT, ENGINEERING DEPT HEAD  
(P) MAINT, ENGINEERING NON-DEPT HEAD  
(Q) ADMIN GROUP  
(R) SAFETY, NATOPS GROUP  
(S) FIRST LT  
(T) NAVIGATOR, ASSIST NAVIGATOR  
(U) COMMUNICATIONS OFFICER  
(V) TRAINING DEPT HEAD  
(W) TRAINING NON-DEPT HEAD  
(X) OTHER/

TJOB

('A') LESS THAN 3 MONTHS  
(B) > OR EQUAL TO 3 MONTHS < 6  
(C) > OR EQUAL TO 6 MONTHS < 1 YEAR  
(D) > OR EQUAL TO 1 YEAR < 2 YEARS  
(E) > OR EQUAL TO 2 YEARS/

INVOL

('A') PREDEPLOY WRKUP NOT DEPLOY OR OVERHL  
(B) PREDEPLOY WRKUP AND DEPLOY BUT NOT OVERHL  
(C) PREDEPLOY WRKUP, DEPLOY AND OVERHL  
(D) DEPLOY BUT NOT OVERHL AND PREDEPLOY WRKUP  
(E) DEPLOY AND OVERHL BUT NOT PREDEPLOY WRKUP  
(F) OVERHL BUT NOT PREDEPLOY WRKUP AND DEPLOY  
(G) OVERHL AND PREDEPLOY WRKUP BUT NOT DEPLOY  
(H) POSTDEPLOY TRAIN CYCLE  
(I) OPS OTHER THAN LISTED ABOVE/

ACSER

('A') LESS THAN 5 YEARS  
 ('B') > OR EQUAL TO 5 YEARS < 10 YEARS  
 ('C') > OR EQUAL TO 10 YEARS < 15 YEARS  
 ('D') > OR EQUAL TO 15 YEARS < 20 YEARS  
 ('E') > OR EQUAL TO 20 YEARS < 25 YEARS  
 ('F') > OR EQUAL TO 25 YEARS/

CUREN ('A') DEPLOYED  
 ('B') PERMANENTLY DEPLOYED COMMAND  
 ('C') DEPLOY WORKUP < 3 MONTHS BEFORE DEPLOYMENT  
 ('D') DEPLOY WORKUP > 3 MONTHS < 1 YEAR  
 ('E') DEPLOYMENT WORKUP > 1 YEAR  
 ('F') SHIPBOARD OVERHAUL  
 ('G') ASSIST OTHERS IN DEPLOYMENT WORKUP  
 ('H') POSTDEPLOYMENT TRAINING CYCLE  
 ('I') OTHER/

PERSEADU ('A') < 25%  
 ('B') > EQUAL TO 25% < 50%  
 ('C') > EQUAL TO 50% < 75%  
 ('D') > EQUAL TO 75% < 100%  
 ('E') = 100%/

GPRCF ('A') OPS, PLANS, TRAINING  
 ('B') MAINTENANCE, ENGINEERING  
 ('C') COMBAT SYSTEMS, WEAPONS  
 ('D') ADMIN, LOGISTICS, A&C  
 ('E') COMBINATION OF A&B, B&C, A&C  
 ('F') COMBINATION OF "D" AND 1 OTHER  
 ('G') COMBINATION OF "D" AND 2 OTHERS  
 ('H') OTHER/

COMATSEA ('Y') YES  
 ('N') NO/

CODUWAY ('Y') YES  
 ('N') NO/

TAOQUAL ('Y') YES  
 ('N') NO/

AVNCOM ('Y') YES  
 ('N') NO/

('A') NOT APPLICABLE/

CONF ('A') TO A GREAT EXTENT  
 ('B') MID...SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID...SCALE  
 ('E') TO NO EXTENT  
 ('F') TACT. SKILL NOT REQU./

SPFTRAEN ('Y') YES  
 ('N') NO/

BPNRTRA ('A') NO SEAT AVAILABLE  
 ('B') UNMATCHED CLASS DATE  
 ('C') NO TIME AVAILABLE  
 ('D') NO PREREQ REQUIRED  
 ('E') INADEQUATE FUNDING  
 ('F') OTHER/

BELOFTRA ('A') TO A GREAT EXTENT  
 ('B') MID...SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID...SCALE  
 ('E') TO NO EXTENT/

TPCCRS ('Y') YES  
 ('N') NO/

CTTCPs ('Y') YES  
 ('N') NO/

SITCRS ('Y') YES

('N') NO/  
 TAOCRS ('Y') YES  
 ('N') NO/  
 TWCCFS ('Y') YES  
 ('N') NO/  
 TPCCRSEV ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 CTTCRS ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 STTCRS ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 TAOCRSEV ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 TWOCRSEV ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 AFCSSC ('Y') YES  
 ('N') NO/  
 NWCISC ('Y') YES  
 ('N') NO/  
 NWCSSC ('Y') YES  
 ('N') NO/  
 NAWCSC ('Y') YES  
 ('N') NO/  
 WCSC ('Y') YES  
 ('N') NO/  
 AFCSSCEV ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 NWCISC ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 NWCSSCEV ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE

('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 NAWCSCEV  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 WCSCEV  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE  
 ('F') NOT APPLICABLE/  
 PFTTPJ  
 ('Y') YES  
 ('N') NO/  
 EPLCTTR  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE/  
 EPLCTTRE  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE/  
 EPLCTTF  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE/  
 EPLCTTFL  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE/  
 EPLCTTRW  
 ('A') VERY EFFECTIVE  
 ('B') MID.....SCALE  
 ('C') MODERATELY EFFECTIVE  
 ('D') MID.....SCALE  
 ('E') INEFFECTIVE/  
 IIFDCTT  
 ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT/  
 RIDCSCE  
 ('A') HIGHLY IMPORTANT  
 ('B') MID.....SCALE  
 ('C') MODERATELY IMPORTANT  
 ('D') MID.....SCALE  
 ('E') NOT IMPORTANT/  
 RIDCSCE  
 ('A') HIGHLY IMPORTANT  
 ('B') MID.....SCALE  
 ('C') MODERATELY IMPORTANT  
 ('D') MID.....SCALE  
 ('E') NOT IMPORTANT/  
 RIDCSCE  
 ('A') HIGHLY IMPORTANT  
 ('B') MID.....SCALE  
 ('C') MODERATELY IMPORTANT  
 ('D') MID.....SCALE  
 ('E') NOT IMPORTANT/  
 RIDCSCE  
 ('A') HIGHLY IMPORTANT  
 ('B') MID.....SCALE  
 ('C') MODERATELY IMPORTANT  
 ('D') MID.....SCALE  
 ('E') NOT IMPORTANT/

```

('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCRW
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCSM
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCFF
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCLP
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCIP
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCEI
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCUR
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
RIDCSCSD
('A') HIGHLY IMPORTANT
('B') MID.....SCALE
('C') MODERATELY IMPORTANT
('D') MID.....SCALE
('E') NOT IMPORTANT/
PEUSCHG
('Y') YES
('N') NO/
UITDIT
('A') TO A GREAT EXTENT
('B') MID.....SCALE
('C') TO A MODERATE EXTENT
('D') MID.....SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
IIPDIT
('A') TO A GREAT EXTENT
('B') MID.....SCALE
('C') TO A MODERATE EXTENT
('D') MID.....SCALE
('E') TO NO EXTENT/
IITTAC
('A') TO A GREAT EXTENT
('B') MID.....SCALE
('C') TO A MODERATE EXTENT
('D') MID.....SCALE
('E') TO NO EXTENT/

```

CHTT  
 (('Y') YES  
 (('N') NO/  
 RIOCFIT  
 (('A') VERY IMPORTANT  
 (('B') MID.....SCALE  
 (('C') MODERATLY IMPORTANT  
 (('D') MID.....SCALE  
 (('E') NOT IMPORTANT/  
 CPCTGA  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CPCTPNFM  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CPCTSTK  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CICTOPC  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CFCGAPNP  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CPCGASTK  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CPCGAOPQ  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CFCFNPST  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CFCFNPCE  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 CPCSTKOP  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/  
 NPCTGA  
 (('A') SIGNIFICANTLY HIGHER  
 (('B') HIGHER  
 (('C') EQUAL  
 (('D') HIGHER  
 (('E') SIGNIFICANTLY HIGHER/



NPCIFNEM	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NPCISTK	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NFCTOPQ	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NPCGAPNP	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NPCGASTK	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NFCGAOPQ	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NPCPNPST	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NFCPNPQP	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
NPCSTKOP	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
IPCTGA	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
IPCTFNEM	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
IPCTSTK	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER
	(C)	EQUAL
	(D)	HIGHER
	(E)	SIGNIFICANTLY HIGHER/
IFCTCPO	(A)	SIGNIFICANTLY HIGHER
	(B)	HIGHER

('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IFCGAPNP ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IPCGASTK ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IPCGAOPQ ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IFCPNPST ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IFCPNPOP ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 IPCSTKOP ('A') SIGNIFICANTLY HIGHER  
 ('B') HIGHER  
 ('C') EQUAL  
 ('D') HIGHER  
 ('E') SIGNIFICANTLY HIGHER/  
 TDAWC ('Y') YES  
 ('N') NO/  
 TEACWC ('Y') YES  
 ('N') NO/  
 TDRCE ('Y') YES  
 ('N') NO/  
 IPTDADTC ('A') TO A GREAT EXTENT  
 ('B') MID SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID SCALE  
 ('E') TO NO EXTENT/  
 SRTD ('Y') YES  
 ('N') NO/  
 ETD ('Y') YES  
 ('N') NO/  
 CPTD ('Y') YES  
 ('N') NO/  
 ATS ('Y') YES  
 ('N') NO/  
 ATWACH ('Y') YES  
 ('N') NO/  
 AIWCTD ('Y') YES  
 ('N') NO/  
 PWSITD ('Y') YES  
 ('N') NO/

FTS  
   ('Y') YES  
   ('N') NO/  
 PTWACH  
   ('Y') YES  
   ('N') NO/  
 FIWCWD  
   ('Y') YES  
   ('N') NO/  
 IPITDDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPFTDDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPIWDDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPICDDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPTDRDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPATTDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPICGDDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPTSDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPICMDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE  
   ('C') TO A MODERATE EXTENT  
   ('D') MID SCALE  
   ('E') TO NO EXTENT  
   ('F') NOT APPLICABLE/  
 IPRDTC  
   ('A') TO A GREAT EXTENT  
   ('B') MID SCALE

('C') TO A MODERATE EXTENT  
 ('D') MID SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 IPNGC DTC  
 ('A') TO A GREAT EXTENT  
 ('B') MID SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 IPISE DTC  
 ('A') TO A GREAT EXTENT  
 ('B') MID SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 IPPEG DTC  
 ('A') TO A GREAT EXTENT  
 ('B') MID SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 IFWCFRK  
 ('A') TOP 10%  
 ('B') TOP 25%  
 ('C') TOP 50%  
 ('D') BOTTOM 50%  
 ('E') BOTTOM 25%  
 ('F') BOTTOM 10%/  
 IRWCPS  
 ('A') TOP 10%  
 ('B') TOP 25%  
 ('C') TOP 50%  
 ('D') BOTTOM 50%  
 ('E') BOTTOM 25%  
 ('F') BOTTOM 10%/  
 IRSRK  
 ('A') TOP 10%  
 ('B') TOP 25%  
 ('C') TOP 50%  
 ('D') BOTTOM 50%  
 ('E') BOTTOM 25%  
 ('F') BOTTOM 10%/  
 IRSN  
 ('A') TOP 10%  
 ('B') TOP 25%  
 ('C') TOP 50%  
 ('D') BOTTOM 50%  
 ('E') BOTTOM 25%  
 ('F') BOTTOM 10%/  
 RAOTEFWC  
 ('Y') YES  
 ('N') NO/  
 IOATEPAT  
 ('A') CONSIDERABLE TIME AVAILABLE  
 ('B') MID SCALE  
 ('C') ADEQUATE TIME AVAILABLE  
 ('D') MID SCALE  
 ('E') NO TIME AVAILABLE/  
 IOATEPCL  
 ('A') CONSIDERABLY UNDERSTANDABLE  
 ('B') MID SCALE  
 ('C') UNDEstandable  
 ('D') MID SCALE  
 ('E') CONFUSING/  
 IOATEFOA  
 ('A') HIGH QUALITY  
 ('B') MID SCALE  
 ('C') MODERATE QUALITY  
 ('D') MID SCALE  
 ('E') LOW QUALITY/  
 IOATEFGU

```

('A') EXCESSIVE QUANTITY
('B') MID SCALE
('C') SUFFICIENT QUANTITY
('D') MID SCALE
('E') INSUFFICIENT QUANTITY/
OSEODTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
ISSEADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
COADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
SSAADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
ERADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
MRADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
IADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
RIADTC
('A') TO A GREAT EXTENT
('B') MID SCALE
('C') TO A MODERATE EXTENT
('D') MID SCALE
('E') TO NO EXTENT
('F') NOT APPLICABLE/
SCDICH
(1) 1ST ACTIVITY TO BE DELETED
(2) 2ND ACTIVITY TO BE DELETED
(3) 3RD ACTIVITY TO BE DELETED
(4) 4TH ACTIVITY TO BE DELETED
(5) 5TH ACTIVITY TO BE DELETED
(6) 6TH ACTIVITY TO BE DELETED
(7) 7TH ACTIVITY TO BE DELETED
(8) 8TH ACTIVITY TO BE DELETED
(9) LAST ACTIVITY TO BE DELETED/
SCDARCD
(1) 1ST ACTIVITY TO BE DELETED
(2) 2ND ACTIVITY TO BE DELETED
(3) 3RD ACTIVITY TO BE DELETED

```

[illegible]

(9) LAST ACTIVITY TO BE DELETED/  
 TBSGEAFA  
 (Y) YES  
 (N) NO/  
 TEEGEALL  
 (Y) YES  
 (N) NO/  
 IBKSFE  
 (A) ESSENTIAL  
 (B) EXTREMELY IMPORTANT  
 (C) IMPORTANT BUT NOT SPECIFIC FITREP WORTHY  
 (D) IMPORTANT, SHOULD NOT BE COMMENTED ON  
 (E) NOT IMPORTANT/  
 HPDASHL  
 (A) LESS THAN 8 HOURS  
 (B) > OR EQUAL TO 8 < THAN 9 HOURS  
 (C) > OR EQUAL TO 9 < THAN 10 HOURS  
 (D) > OR EQUAL TO 10 < THAN 11 HOURS  
 (E) > OR EQUAL TO 11 < THAN 12 HOURS  
 (F) > OR EQUAL TO 12 < THAN 13 HOURS  
 (G) > OR EQUAL TO 13 < THAN 14 HOURS  
 (H) GREATER THAN 14 HOURS  
 (I) NOT APPLICABLE/  
 HPDIPL  
 (A) LESS THAN 8 HOURS  
 (B) > OR EQUAL TO 8 < THAN 9 HOURS  
 (C) > OR EQUAL TO 9 < THAN 10 HOURS  
 (D) > OR EQUAL TO 10 < THAN 11 HOURS  
 (E) > OR EQUAL TO 11 < THAN 12 HOURS  
 (F) > OR EQUAL TO 12 < THAN 13 HOURS  
 (G) > OR EQUAL TO 13 < THAN 14 HOURS  
 (H) GREATER THAN 14 HOURS  
 (I) NOT APPLICABLE/  
 DFWWLI  
 (A) 1 DAY  
 (B) 2 DAYS  
 (C) 3 DAYS  
 (D) 4 DAYS  
 (E) 5 DAYS  
 (F) 6 DAYS  
 (G) 7 DAYS  
 (H) NOT APPLICABLE/  
 DFWWLI  
 (A) 1 DAY  
 (B) 2 DAYS  
 (C) 3 DAYS  
 (D) 4 DAYS  
 (E) 5 DAYS  
 (F) 6 DAYS  
 (G) 7 DAYS  
 (H) NOT APPLICABLE/  
 ROTAFEE  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS  
 (03) LESS  
 (04) LESS  
 (05) LESS  
 (06) LESS  
 (07) LESS  
 (08) LESS  
 (09) LESS  
 (10) LEAST AMOUNT OF TIME/  
 ROTACDP  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS  
 (03) LESS  
 (04) LESS  
 (05) LESS  
 (06) LESS  
 (07) LESS  
 (08) LESS  
 (09) LESS  
 (10) LEAST AMOUNT OF TIME/  
 ROTAAEF  
 (01) GREATEST AMOUNT OF TIME

```

(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTATTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTANTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAFTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAFTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAFTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAFTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAFTTP
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/

```



ROTAFPOP  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 APROTA  
 (A) TO A GREAT EXTENT  
 (B) MID SCALE  
 (C) TO A MODERATE EXTENT  
 (D) MID SCALE  
 (E) TO NO EXTENT/  
 ROTAFBP  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 ROTACDD  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 ROTAAD  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 ROTATTD  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 ROTANTTD  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME  
 (03) LESS TIME  
 (04) LESS TIME  
 (05) LESS TIME  
 (06) LESS TIME  
 (07) LESS TIME  
 (08) LESS TIME  
 (09) LESS TIME  
 (10) LEAST AMOUNT OF TIME/  
 ROTAFEND  
 (01) GREATEST AMOUNT OF TIME  
 (02) LESS TIME

```

(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAEND
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAEND
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAEND
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
ROTAEND
(01) GREATEST AMOUNT OF TIME
(02) LESS TIME
(03) LESS TIME
(04) LESS TIME
(05) LESS TIME
(06) LESS TIME
(07) LESS TIME
(08) LESS TIME
(09) LESS TIME
(10) LEAST AMOUNT OF TIME/
TPDIHNO
(A) LESS THAN 30 MINUTES
(B) > THAN OR EQUAL TO 30 MINUTES < THAN 1 HOUR
(C) > THAN OR EQUAL TO 1 HOUR < THAN 2 HOURS
(D) > THAN OR EQUAL TO 2 HOURS < THAN 3 HOURS
(E) > THAN OR EQUAL TO 3 HOURS < THAN 4 HOURS
(F) > THAN OR EQUAL TO 4 HOURS < THAN 5 HOURS
(G) > THAN OR EQUAL TO 5 HOURS < THAN 6 HOURS
(H) > THAN OR EQUAL TO 6 HOURS < THAN 7 HOURS
(I) > THAN OR EQUAL TO 7 HOURS < THAN 8 HOURS
(J) > THAN OR EQUAL TO 8 HOURS < THAN 9 HOURS
(K) > THAN OR EQUAL TO 9 HOURS < THAN 10 HOURS
(L) > THAN OR EQUAL TO 10 HOURS < THAN 11 HOURS
(M) > THAN OR EQUAL TO 11 HOURS < THAN 12 HOURS
(N) > THAN OR EQUAL TO 12 HOURS < THAN 13 HOURS
(O) > THAN OR EQUAL TO 13 HOURS < THAN 14 HOURS
(P) > THAN OR EQUAL TO 14 HOURS/
TPDIHNT
(A) LESS THAN 30 MINUTES
(B) > THAN OR EQUAL TO 30 MINUTES < THAN 1 HOUR
(C) > THAN OR EQUAL TO 1 HOUR < THAN 2 HOURS
(D) > THAN OR EQUAL TO 2 HOURS < THAN 3 HOURS
(E) > THAN OR EQUAL TO 3 HOURS < THAN 4 HOURS

```

```

('F') > THAN OR EQUAL TO 4 HOURS < THAN 5 HOURS
('G') > THAN OR EQUAL TO 5 HOURS < THAN 6 HOURS
('H') > THAN OR EQUAL TO 6 HOURS < THAN 7 HOURS
('I') > THAN OR EQUAL TO 7 HOURS < THAN 8 HOURS
('J') > THAN OR EQUAL TO 8 HOURS < THAN 9 HOURS
('K') > THAN OR EQUAL TO 9 HOURS < THAN 10 HOURS
('L') > THAN OR EQUAL TO 10 HOURS < THAN 11 HOURS
('M') > THAN OR EQUAL TO 11 HOURS < THAN 12 HOURS
('N') > THAN OR EQUAL TO 12 HOURS < THAN 13 HOURS
('O') > THAN OR EQUAL TO 13 HOURS < THAN 14 HOURS
('P') > THAN OR EQUAL TO 14 HOURS/

IPOECH ('A') TO A GREAT EXTENT
        ('B') MID.....SCALE
        ('C') TO A MODERATE EXTENT
        ('D') MID.....SCALE
        ('E') TO NO EXTENT/

IPOPCCG ('A') TO A GREAT EXTENT
        ('B') MID.....SCALE
        ('C') TO A MODERATE EXTENT
        ('D') MID.....SCALE
        ('E') TO NO EXTENT/

IPSTADTC ('A') TO A GREAT EXTENT
          ('B') MID.....SCALE
          ('C') TO A MODERATE EXTENT
          ('D') MID.....SCALE
          ('E') TO NO EXTENT/

IPCEDTC ('A') TO A GREAT EXTENT
         ('B') MID.....SCALE
         ('C') TO A MODERATE EXTENT
         ('D') MID.....SCALE
         ('E') TO NO EXTENT/

IPCGEDTC ('A') TO A GREAT EXTENT
          ('B') MID.....SCALE
          ('C') TO A MODERATE EXTENT
          ('D') MID.....SCALE
          ('E') TO NO EXTENT/

IPNGEDTC ('A') TO A GREAT EXTENT
          ('B') MID.....SCALE
          ('C') TO A MODERATE EXTENT
          ('D') MID.....SCALE
          ('E') TO NO EXTENT/

NBGTEACO ('A') TO A GREAT EXTENT
          ('B') MID.....SCALE
          ('C') TO A MODERATE EXTENT
          ('D') MID.....SCALE
          ('E') TO NO EXTENT/
          ('F') NOT APPLICABLE/

IPBGFCOR ('A') STRONG
          ('B') MID.....SCALE
          ('C') SUFFICIENT
          ('D') MID.....SCALE
          ('E') WEAK
          ('F') NOT APPLICABLE/

IPBGFTP ('A') STRONG
          ('B') MID.....SCALE
          ('C') SUFFICIENT
          ('D') MID.....SCALE
          ('E') WEAK
          ('F') NOT APPLICABLE/

IFBGGEEX ('A') STRONG
          ('B') MID.....SCALE
          ('C') SUFFICIENT
          ('D') MID.....SCALE
          ('E') WEAK
          ('F') NOT APPLICABLE/

```

IPBGFCNO  
 ('A') STRONG  
 ('B') MID.....SCALE  
 ('C') SUFFICIENT  
 ('D') MID.....SCALE  
 ('E') WEAK  
 ('F') NOT APPLICABLE/  
 IPBGPF ('A') STRONG  
 ('B') MID.....SCALE  
 ('C') SUFFICIENT  
 ('D') MID.....SCALE  
 ('E') WEAK  
 ('F') NOT APPLICABLE/  
 IPBGPT ('A') STRONG  
 ('B') MID.....SCALE  
 ('C') SUFFICIENT  
 ('D') MID.....SCALE  
 ('E') WEAK  
 ('F') NOT APPLICABLE/  
 IPBGFORG ('A') STRONG  
 ('B') MID.....SCALE  
 ('C') SUFFICIENT  
 ('D') MID.....SCALE  
 ('E') WEAK  
 ('F') NOT APPLICABLE/  
 IPNWPDT ('Y') YES  
 ('N') NO/  
 ISOOPF ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 IOTYEGC ('Y') YES  
 ('N') NO  
 ('A') NOT APPLICABLE/  
 EIPEGWCC ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 CXODHSTI ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 COSCCTDG ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 CissetDC ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE  
 ('E') TO NO EXTENT  
 ('F') NOT APPLICABLE/  
 CJCHCTP ('A') TO A GREAT EXTENT  
 ('B') MID.....SCALE  
 ('C') TO A MODERATE EXTENT  
 ('D') MID.....SCALE

```

TCNFCJ ('E') TO NO EXTENT/
      ('A') TO A GREAT EXTENT
      ('B') MID....SCALE
      ('C') TO A MODERATE EXTENT
      ('D') MID....SCALE
      ('E') TO NO EXTENT/
TCPAWY ('A') TO A GREAT EXTENT
      ('B') MID....SCALE
      ('C') TO A MODERATE EXTENT
      ('D') MID....SCALE
      ('E') TO NO EXTENT/

IF (SCDICD LT 1) SCDICD = 0
IF (SCARCD LT 1) SCARCD = 0
IF (SCDMATCD LT 1) SCDMATCD = 0
IF (SCDIRTCD LT 1) SCDIRTCD = 0
IF (SCDISTCD LT 1) SCDISTCD = 0
IF (SCDBGEC LT 1) SCDBGEC = 0
IF (SCDFEC LT 1) SCDFEC = 0
IF (SCDSMCD LT 1) SCDSMCD = 0
IF (SCDOCCD LT 1) SCDOCCD = 0
IF (ROTAPBP LT 1) ROTAPBP = 0
IF (ROTACBP LT 1) ROTACBP = 0
IF (ROTAARP LT 1) ROTAARP = 0
IF (ROTATIP LT 1) ROTATIP = 0
IF (ROTANTIP LT 1) ROTANTIP = 0
IF (ROTAPEMP LT 1) ROTAPEMP = 0
IF (ROTAPFMP LT 1) ROTAPFMP = 0
IF (RCTAMMP LT 1) RCTAMMP = 0
IF (ROTAAMP LT 1) ROTAAMP = 0
IF (RCTAPPQ LT 1) RCTAPPQ = 0
IF (ROTAPBD LT 1) ROTAPBD = 0
IF (ROTACDD LT 1) ROTACDD = 0
IF (ROTAARD LT 1) ROTAARD = 0
IF (ROTATTD LT 1) ROTATTD = 0
IF (ROTANTTD LT 1) ROTANTTD = 0
IF (ROTAPEMD LT 1) ROTAPEMD = 0
IF (ROTAPRMD LT 1) ROTAPRMD = 0
IF (ROTAMMD LT 1) ROTAMMD = 0
IF (ROTAAMD LT 1) ROTAAMD = 0
IF (ROTAPPQD LT 1) ROTAPPQD = 0

MISSING VALUES GRADE TO RIADTC TEBGEAFA TO DPNWLIP APROTA
MISSING VALUES TFDIHNC TO TCPAWY ('E')
MISSING VALUES SCDICD TO SCDOCCD ROTAPBP TO ROTAPPQ
PRINT FORMATS ROTAPBD TO ROTAPFMD (0)
FREQUENCIES GRADE TO RIADTC TEBGEAFA TO DPNWLIP APROTA
READ INPUT DATA TFDIHNO TO TCPAWY (A)
FINISH GENERAL = CPCTGA TO CPCSTKOP

```

APPENDIX H

FREQUENCY DISTRIBUTION CHARTS

# QUESTION 1

GRADE      Individuals      Most Senior Grade Selected

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
O-6	B	4	1.4	1.4	1.4
O-5	C	59	20.6	20.7	22.1
O-4	D	137	47.9	48.1	70.2
O-3	E	85	29.7	29.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		285	Missing Cases		1

## NOTE

Although the rank of Captain (O-6) was suppressed from the sample selection, it is assumed that the four individuals returning the survey indicating their rank of Captain have been recently promoted.

# QUESTION 2

DESIG      Designator

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
1310	E	175	61.2	61.2	61.2
1315	F	18	6.3	6.3	67.5
1320	G	90	31.5	31.5	99.0
1325	H	<u>3</u>	<u>1.0</u>	<u>1.0</u>	100.0
Total		286	100.0	100.0	
Valid Cases	286	Missing Cases		0	



### QUESTION 3

COAST      Assigned Coast

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
Atlantic	A	139	48.6	48.8	48.8
Pacific	B	146	51.0	51.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 4

COMM Present Command

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Numbered Fleet Staff	A	5	1.7	1.9	1.9
Carrier Group Staff	B	6	2.1	2.2	4.1
Cruiser Destroyer Group Staff	C	2	0.7	0.7	4.9
Carrier Air Wing Staff	F	6	2.1	2.2	7.1
Functional Wing Staff	K	5	1.7	1.9	9.0
Other Staff	L	1	0.3	0.4	9.3
CV	M	94	32.9	35.1	44.4
LHA	N	5	1.7	1.9	46.3
Amphibious Type Ship	S	13	4.5	4.9	51.1
Other Type Ship	T	1	0.3	0.4	51.5
VA Squadron	U	36	12.6	13.4	64.9
VAQ Squadron	V	4	1.4	1.5	66.4
VAW Squadron	W	3	1.0	1.1	67.5
VF Squadron	X	17	5.9	6.3	73.9
Vp Squadron	Y	32	11.2	11.9	85.8

COMM Continued

QUESTION 4 CONTINUED

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
VQ Squadron	Z	3	1.0	1.1	86.9
VS Squadron	0	6	2.1	2.2	89.2
Helo Squadron	1	25	8.7	9.3	98.5
Other	2	4	1.4	1.5	100.0
	&	<u>18</u>	<u>6.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	268	Missing Cases	18		

JOB Present Job or Billet Assigned

QUESTION 5

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Chief of Staff/Chief Staff Officer	B	1	0.3	0.4	0.4
OPS/Plans Group	C	10	3.5	3.7	4.0
Weapons/Combat Systems Group	E	1	0.3	0.4	4.4
Communications Group	F	1	0.3	0.4	4.8
Readiness/Training Group	G	7	2.4	2.6	7.3
Other Staff	I	4	1.4	1.5	8.8
CO/XO	J	20	7.0	7.3	16.1
OPS/Air OPS/Air Dept. Head	K	43	15.0	15.8	31.9
OPS/Air OPS/Air Non-Dept. Head	L	62	21.7	22.7	54.6
Weapons/Combat Systems Dept. Head	M	5	1.7	1.8	56.4
Weapons/Combat Systems-Non Dept. Head	N	18	6.3	6.6	63.0
Maint./Engineering Dept. Head	O	8	2.8	2.9	65.9
Maint./Engineering Non-Dept. Head	P	20	7.0	7.3	73.3

JOB Continued

QUESTION 5 CONTINUED

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Admin. Group	Q	11	3.8	4.0	77.3
Safety/NATOPS Group	R	24	8.4	8.8	86.1
Navigator/Asst. Navigator	T	6	2.1	2.2	88.3
Communications Officer	U	4	1.4	1.5	89.7
Training Department Head	V	8	2.8	2.9	92.7
Training Non-Dept. Head	W	6	2.1	2.2	94.9
Other	X	14	4.9	5.1	100.0
	Y	13	4.5	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	273	Missing Cases	13		

TJOB	Time in Present Job or Billet	QUESTION 6				
Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent	
Less than 3 months	A	44	15.4	15.4	15.4	
Greater than or equal to 3 months, less than 6 months	B	55	19.2	19.3	34.7	
Greater than or equal to 6 months, less than 1 year	C	84	29.4	29.5	64.2	
Greater than or equal to 1 year, less than 2 years	D	89	31.1	31.2	95.4	
Greater than or equal to 2 years	E	13	4.5	4.6	100.0	
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>	
	Total	286	100.0	100.0		
Valid Cases	285	Missing Cases	1			

INVOL	Commands Most Recent Involvement	QUESTION 7				
	Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
	Predeployment workup but not deployment or overhaul	A	36	12.6	12.8	12.8
	Predeployment workup and deployment but not overhaul	B	84	29.4	29.9	42.7
	Predeployment workup, deployment and overhaul	C	33	11.5	11.7	54.4
	Deployment but not overhaul and predeployment workup	D	32	11.2	11.4	65.8
	Deployment and overhaul but not predeployment workup	E	20	7.0	7.1	73.0
	Overhaul but not predeployment workup and deployment	F	12	4.2	4.3	77.2
	Overhaul and predeployment workup but not deployment	G	10	3.5	3.6	80.8
	Postdeployment training cycle	H	25	8.7	8.9	89.7
	Operations other than those listed above	I	29	10.1	10.3	100.0
		&	5	1.7	Missing	100.0
		Total	286	100.0	100.0	
Valid Cases	281	Missing Cases	5			

ACSER Time in Active Service

QUESTION 8

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less than 5 years	A	27	9.4	9.5	9.5
Greater than or equal to 5 years, less than 10 years	B	84	29.4	29.5	38.9
Greater than or equal to 10 years, less than 15 years	C	107	37.4	37.5	76.5
Greater than or equal to 15 years, less than 20 years	D	57	19.9	20.0	96.5
Greater than or equal to 20 years, less than 25 years	E	10	3.5	3.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
Valid Cases	285	Total	286	100.0	
Missing Cases	1				



QUESTION 9

CUREM Commands Current Employment

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Deployed (does not include permanently deployed commands)	A	101	35.3	35.8	35.8
Permanently deployed command having completed all workup	B	17	5.9	6.0	41.8
Deployment workup, 3 months or less before deployment	C	36	12.6	12.8	54.6
Deployment workup, more than 3 months but less than 1 year before deployment	D	46	16.1	16.3	70.9
Deployment workup greater than 1 year before deployment	E	4	1.4	1.4	72.3
Shipyard overhaul	F	28	9.8	9.9	82.3
Assisting other commands with deployment workup	G	8	2.8	2.8	85.1
Postdeployment training cycle	H	18	6.3	6.4	91.5
Other than employments listed above	I	24	8.4	8.5	100.0
	&	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

PERSEADU      Percent Sea Duty

QUESTION 10

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less than 25%	A	20	7.0	7.1	7.1
Greater than or equal to 25%, less than 50%	B	123	43.0	43.5	50.5
Greater than or equal to 50%, less than 75%	C	107	37.4	37.8	88.3
Greater than or equal to 75%, less than 100%	D	31	10.8	11.0	99.3
Equal to 100%	E	2	0.7	0.7	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

GPROF Overall Most Proficient Work Area QUESTION 11

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Operations (OPS/Plans/Training)	A	85	29.7	29.8	29.8
Maintenance/Engineering	B	17	5.9	6.0	35.8
Combat Systems/Weapons	C	19	6.6	6.7	42.5
Admin/Logistics	D	7	2.4	2.5	44.9
Combination of A&B, B&C or A&C	E	107	37.4	37.5	82.5
Combination of 'D' and one other	F	30	10.5	10.5	93.0
Combination of 'D' and two others	G	15	5.2	5.3	98.2
Other	H	5	1.7	1.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 12

COMATSEA      Number of Individuals Having Achieved  
Command at Sea Qualification

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	239	83.6	89.5	89.5
Yes	Y	28	9.8	10.5	100.0
	&	<u>19</u>	<u>6.6</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	267	Missing Cases	19		

# QUESTION 13

OODUWAY      Number of Individuals Having Achieved  
Officer of the Deck Underway Qualification

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	224	78.3	83.9	83.9
Yes	Y	43	15.0	16.1	100.0
	&	<u>19</u>	<u>6.6</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	267	Missing Cases	19		

# QUESTION 14

TAOQUAL      Number of Individuals Having Achieved  
Tactical Action Officer Qualification

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	239	83.6	90.2	90.2
Yes	Y	26	9.1	9.8	100.0
	&	<u>21</u>	<u>7.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	265	Missing Cases	21		

AVMICOM	Number of Individuals Having Achieved Aviation Mission Commander Qualification			QUESTION 15			
	Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent	
Not Applicable		A	12	4.2	4.2	4.2	
No		N	27	9.4	9.5	13.7	
Yes		Y	245	85.7	86.3	100.0	
		&	2	0.7	Missing	100.0	
		Total	286	100.0	100.0		
Valid Cases	284	Missing Cases	2				

QUESTION 16

CONF Confidence in Previous Tactical Experience in Dealing  
with Present Tactical Related Job

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	69	24.1	24.6	24.6
Mid.....Scale	B	82	28.7	29.2	53.7
To a Moderate Extent	C	76	26.6	27.0	80.8
Mid.....Scale	D	15	5.2	5.3	86.1
To No Extent	E	14	4.9	5.0	91.1
Tactical Skill Not Required	F	25	8.7	8.9	100.0
	&	5	1.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	281	Missing Cases	5		



# QUESTION 17

SPFTRAEN Breakdown of Individuals Receiving Specific  
Formal Training Enroute to Current Job

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	72	25.2	25.2	25.2
Yes	Y	<u>214</u>	<u>74.8</u>	<u>74.8</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

QUESTION 18

RNRFTRA Reason For Not Receiving Formal Training Enroute  
to Present Job

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Unmatched Class Convening Dates	B	1	0.3	1.4	1.4
No Time Available	C	13	4.5	18.1	19.4
No Formal Prerequisite Training Identified/Required	D	49	17.1	68.1	87.5
Inadequate Available Funding	E	3	1.0	4.2	91.7
Other	F	6	2.1	8.3	100.0
	&	<u>214</u>	<u>74.8</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	72	Missing Cases	214		

QUESTION 19

RELOFTRA      Relevance of Formal Training Received Enroute  
to Present Job

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	78	27.3	36.6	36.6
Mid.....Scale	B	72	25.2	33.8	70.4
To a Moderate Extent	C	54	18.9	25.4	95.8
Mid.....Scale	D	8	2.8	3.8	99.5
To No Extent	E	1	0.3	0.5	100.0
	&	<u>73</u>	<u>25.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	213	Missing Cases	73		

# QUESTION 20

TPCCRS      Number of Individuals Completing Tactical  
Platform Coordination Course

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	258	90.2	90.2	90.2
Yes	Y	<u>28</u>	<u>9.8</u>	<u>9.8</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 21

CTTCRS      Number of Individuals Completing Commander's  
Tactical Training Course

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	276	96.5	96.8	96.8
Yes	Y	10	3.1	3.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 22

STTCRS      Number of Individuals Completing Staff  
Tactical Training Course

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	280	97.9	98.2	90.2
Yes	Y	5	1.7	1.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 23

TAOCRS      Number of Individuals Completing  
Tactical Action Officer Course

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	253	88.5	88.8	88.8
Yes	Y	32	11.2	11.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 24

TWOCRS      Number of Individuals Completing  
Tactical Warfare Overview Course

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	261	91.3	91.6	91.6
Yes	Y	24	8.4	8.4	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		



QUESTION 25

TPCCRSEV Individual's Effectiveness Evaluation of Tactical  
Platform Coordination Course

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	10	3.5	12.8	12.8
Mid.....Scale	B	9	3.1	11.5	24.4
Moderately Effective	C	7	2.4	9.0	33.3
Mid.....Scale	D	1	0.3	1.3	34.6
Ineffective	E	1	0.3	1.3	35.9
Not Applicable	F	50	17.5	64.1	100.0
	&	208	72.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	78	Missing Cases	208		

QUESTION 26

CTTCRSEV Individual's Effectiveness Evaluation of  
Commander's Tactical Training Course

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	3	1.0	3.9	3.9
Mid.....Scale	B	4	1.4	5.2	9.1
Moderately Effective	C	2	0.7	2.6	11.7
Mid.....Scale	D	1	0.3	1.3	13.0
Not Applicable	F	67	23.4	87.0	100.0
	&	<u>209</u>	<u>73.1</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	77	Missing Cases	209		

QUESTION 27

STTCRSEV Individual's Effectiveness Evaluation of Staff  
Tactical Training Course

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Mid.....Scale	B	3	1.0	3.9	3.9
Moderately Effective	C	1	0.3	1.3	5.2
Mid.....Scale	D	1	0.3	1.3	6.5
Not Applicable	F	72	25.2	93.5	100.0
	&	209	73.1	Missing	100.0
	Total	286	100.0	100.0	

Valid Cases 77 Missing Cases 209

QUESTION 28

TAOCRSEV Individual's Effectiveness Evaluation of  
Tactical Action Officer Course

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	13	4.5	16.7	16.7
Mid.....Scale	B	14	4.9	17.9	34.6
Moderately Effective	C	4	1.4	5.1	39.7
Mid.....Scale	D	1	0.3	1.3	41.0
Not Applicable	F	46	16.1	59.0	100.0
	&	<u>208</u>	<u>72.7</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	78	Missing Cases	208		

QUESTION 29

TWOCSRSEV      Ind.vidual's Effectiveness Evaluation of  
Tactical Warfare Overview Course

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Mid.....Scale	B	15	5.2	18.8	18.8
Moderately Effective	C	6	2.1	7.5	26.2
Mid.....Scale	D	2	0.7	2.5	28.7
Not Applicable	F	57	19.9	71.2	100.0
	&	<u>206</u>	<u>72.0</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	80	Missing Cases	206		

# QUESTION 30

AFCSSC      Total Number of Individuals Completing  
 Armed Forces Command & Staff..Service College

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	278	97.2	97.2	97.2
Yes	Y	<u>8</u>	<u>2.8</u>	<u>2.8</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

# QUESTION 31

NWCISC      Total Number of Individuals Completing  
Navy War College Intermed Level...Service College

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	274	95.8	95.8	95.8
Yes	Y	<u>12</u>	<u>4.2</u>	<u>4.2</u>	100.0
Total		286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 32

NWCSSC      Total Number of Individuals Completing  
Navy War College Senior Level..Service College

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	285	99.7	99.7	99.7
Yes	Y	<u>1</u>	<u>0.3</u>	<u>0.3</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	



# QUESTION 33

NAWCSC      Total Number of Individuals Completing  
National War College..Service College

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	<u>286</u>	<u>100.0</u>	<u>100.0</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 34

WCSC      Total Number of Individuals' Completing  
War College..Other Service

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	281	98.3	98.3	98.3
Yes	Y	<u>5</u>	<u>1.7</u>	<u>1.7</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

QUESTION 35

AFCSSCEV Individual's Effectiveness Evaluation of  
Armed Forces Command & Staff..Service College

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	1	0.3	3.8	3.8
Mid.....Scale	B	2	0.7	7.7	11.5
Moderately Effective	C	1	0.3	3.8	15.4
Mid.....Scale	D	3	1.0	11.5	26.9
Ineffective	E	1	0.3	3.8	30.8
Not Applicable	F	18	6.3	69.2	100.0
	&	260	90.9	Missing	100.0
	Total	268	100.0	100.0	
Valid Cases	26	Missing Cases	260		

QUESTION 36

NWCISCEV Individual's Effectiveness Evaluation of Navy  
War College Interned Level...Service College

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	4	1.4	16.0	16.0
Mid.....Scale	B	4	1.4	16.0	32.0
Moderately Effective	C	2	0.7	8.0	40.0
Mid ....Scale	D	2	0.7	8.0	48.0
Not Applicable	F	13	4.5	52.0	100.0
	&	<u>261</u>	<u>91.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	25	Missing Cases	261		

QUESTION 37

NWCSSCEV Individual's Effectiveness Evaluation of  
Navy War College Senior Level..Service College

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Moderately Effective	C	1	0.3	4.0	4.0
Not Applicable	F	24	8.4	96.0	100.0
	&	<u>261</u>	<u>91.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	25	Missing Cases	261		

QUESTION 38

NAWCSEV Individual's Effectiveness Evaluation of  
National War College..Service College

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Not Applicable	F	25	8.7	100.0	100.0
	&	<u>261</u>	<u>91.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	25	Missing Cases	261		

QUESTION 39

WCSCEV Individual's Effectiveness Evaluation of  
War College..Other Service

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	1	0.3	4.0	4.0
Moderately Effective	C	4	1.4	16.0	20.0
Not Applicable	F	20	7.0	80.0	100.0
	&	<u>261</u>	<u>91.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	25	Missing Cases	261		

# QUESTION 40

PFTTPJ      Individuals' Perception of Requirement to  
Complete Formal Tactical Training Prior to  
Job

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	163	57.0	59.7	59.7
Yes	Y	110	38.5	40.3	100.0
	&	<u>13</u>	<u>4.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	273	Missing Cases	13		



AD-A130 754

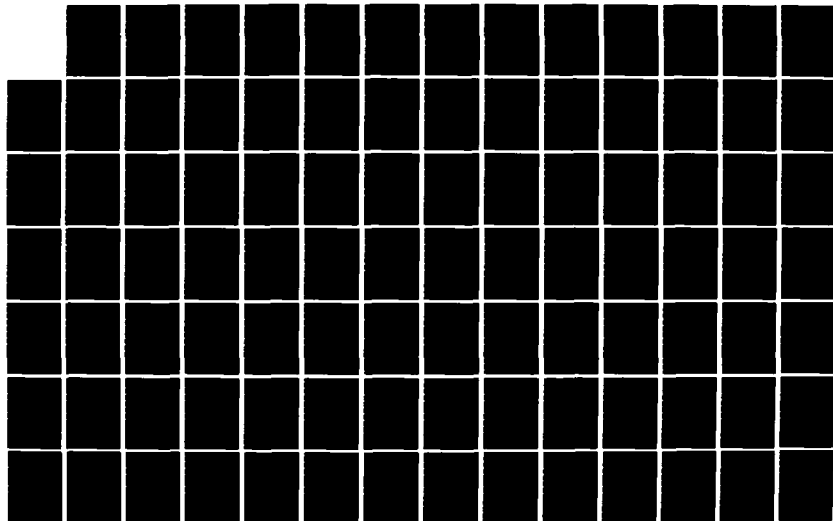
TACTICAL COMPETENCY SURVEY PRETEST DATA BASE(U) NAVAL  
POSTGRADUATE SCHOOL MONTEREY CA F K DROGOWSKI MAY 83  
NP554-83-001

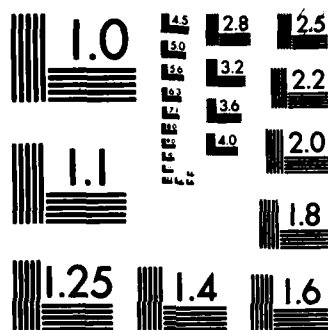
3/4

UNCLASSIFIED

F/G 5/9

NL





MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A

QUESTION 41

EFLCTTR Individuals' Evaluation of Tactical Effectiveness  
of Large Computer-Aided Tactical Trainers in  
Realism

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	40	14.0	15.9	15.9
Mid.....Scale	B	94	32.9	37.3	53.2
Moderately Effective	C	99	34.6	39.3	92.5
Mid.....Scale	D	15	5.2	6.0	98.4
Ineffective	E	4	1.4	1.6	100.0
	&	<u>34</u>	<u>11.9</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	252	Missing Cases	34		

QUESTION 42

EFLCTTRE      Individuals' Evaluation of Tactical Effectiveness  
of Large Computer-Aided Tactical Trainers in  
Reliability

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	20	7.0	8.0	8.0
Mid.....Scale	B	86	30.1	34.4	42.4
Moderately Effective	C	96	33.6	38.4	80.8
Mid.....Scale	D	41	14.3	16.4	97.2
Ineffective	E	7	2.4	2.8	100.0
	&	<u>36</u>	<u>12.6</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	250	Missing Cases	36		

QUESTION 43

EFLCTTF Individuals' Evaluation of Tactical Effectiveness  
of Large Computer-Aided Tactical Trainers in  
Feedback

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	54	18.9	21.8	21.8
Mid.....Scale	B	91	31.8	36.7	58.5
Moderately Effective	C	76	26.6	30.6	89.1
Mid.....Scale	D	21	7.3	8.5	97.6
Ineffective	E	6	2.1	2.4	100.0
	&	38	13.3	Missing	100.0
Valid Cases	Total	286	100.0	100.0	
	Missing Cases	38			

QUESTION 44

EFLCTTFL Individuals' Evaluation of Tactical Effectiveness  
of Large Computer-Aided Tactical Trainers in  
Flexibility

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	43	15.0	17.3	17.3
Mid.....Scale	B	96	33.6	38.6	55.8
Moderately Effective	C	76	26.6	30.5	86.3
Mid.....Scale	D	31	10.8	12.4	98.8
Ineffective	E	3	1.0	1.2	100.0
	&	<u>37</u>	<u>12.9</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	249	Missing Cases	37		

QUESTION 45

EFLCTTRW      Individuals' Evaluation of Tactical Effectiveness  
of Large Computer-Aided Tactical Trainers in  
Real World Application

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Effective	A	35	12.2	13.9	13.9
Mid.....Scale	B	94	32.9	37.5	51.4
Moderately Effective	C	93	32.5	37.1	88.4
Mid.....Scale	D	24	8.4	9.6	98.0
Ineffective	E	5	1.7	2.0	100.0
	&	35	12.2	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	251	Missing Cases	35		

QUESTION 46

IIFDCTT      Extent of Individuals' Interest in Seeing  
Further Development of Computer-Aided Tactical  
Trainers

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	141	49.3	54.4	54.4
Mid.....Scale	B	76	26.6	29.3	83.8
To a Moderate Extent	C	31	10.8	12.0	95.8
Mid.....Scale	D	5	1.7	1.9	97.7
To No Extent	E	6	2.1	2.3	100.0
	&	<u>27</u>	<u>9.4</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	259	Missing Cases	27		



QUESTION 47

RIDCSCR      Extent of Individuals' Relative Importance,  
Given Further Development of Computer-Aided Tactical  
Trainers in the Design Characteristic of Realism

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	110	38.5	41.4	41.4
Mid.....Scale	B	102	35.7	38.3	79.7
Moderately Important	C	46	16.1	17.3	97.0
Mid.....Scale	D	6	2.1	2.3	99.2
Not Important	E	2	0.7	0.8	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	100.0
Valid Cases	Total	286	100.0	100.0	
	Missing Cases	20			

QUESTION 48

RIDSCRE      Extent of Individuals' Relative Importance,  
Given Further Development of Computer-Aided Tactical  
Trainers in the Design Characteristic of Reliability

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	165	57.7	62.0	62.0
Mid.....Scale	B	85	29.7	32.0	94.0
Moderately Important	C	15	5.2	5.6	99.6
Mid.....Scale	D	1	0.3	0.4	100.0
	&	20	7.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	266	Missing Cases	20		

QUESTION 49

RIDCSCF      Extent of Individuals' Relative Importance,  
Given Further Development of Computer-Aided Tactical  
Trainers in the Design Characteristic of Feedback

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	139	48.6	52.3	52.3
Mid.....Scale	B	87	30.4	32.7	85.0
Moderately Important	C	34	11.9	12.8	97.7
Mid.....Scale	D	5	1.7	1.9	99.6
Not Important	E	1	0.3	0.4	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	100.0
Valid Cases	266	Total	286	100.0	
	Missing Cases	20			

QUESTION 50

RIDCSCRF      Extent of Individuals' Relative Importance,  
                     Given Further Development of Computer-Aided Tactical  
                     Trainers in the Design Characteristic of Reference  
                     Index Capability

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	42	14.7	16.1	16.1
Mid.....Scale	B	78	27.3	29.9	46.0
Moderately Important	C	97	33.9	37.2	83.1
Mid.....Scale	D	35	12.2	13.4	96.6
Not Important	E	9	3.1	3.4	100.0
	&	25	8.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	261	Missing Cases	25		

QUESTION 51

RIDCSCRW      Extent of Individuals' Relative Importance,  
                     Given Further Development of Computer-Aided Tactical  
                     Trainers in the Design Characteristic of Real World  
                     Application

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	174	60.8	65.7	65.7
Mid.....Scale	B	72	25.2	27.2	92.8
Moderately Important	C	19	6.6	7.2	100.0
	&	<u>21</u>	<u>7.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	265	Missing Cases	21		

QUESTION 52

RIDCSCSM      Extent of Individuals' Relative Importance,  
 Given Further Development of Computer-Aided Tactical  
 Trainers in the Design Characteristic of Space..  
 Maintenance Requirements

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	84	29.4	31.6	31.6
Mid.....Scale	B	108	37.8	40.6	72.2
Moderately Important	C	68	23.8	25.6	97.7
Mid.....Scale	D	5	1.7	1.9	99.6
Not Important	E	1	0.3	0.4	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	<u>100.0</u>
Valid Cases	266	Total 266	100.0	100.0	
	Missing Cases	20			

QUESTION 53

RIDCSCPF      Extent of Individuals' Relative Importance,  
                  Given Further Development of Computer-Aided Tactical  
                  Trainers in the Design Characteristic of Program  
                  Dimension Flexibility

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	97	33.9	36.6	36.6
Mid.....Scale	B	119	41.6	44.9	81.5
Moderately Important	C	43	15.0	16.2	97.7
Mid.....Scale	D	4	1.4	1.5	99.2
Not Important	E	2	0.7	0.8	100.0
	&	<u>21</u>	<u>7.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	265	Missing Cases	21		

QUESTION 54

RIDCSCLP      Extent of Individuals' Relative Importance,  
 Given Further Development of Computer-Aided Tactical  
 Trainers in the Design Characteristic of Local  
 Command Programming Ability

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	90	31.5	34.0	34.0
Mid.....Scale	B	108	37.8	40.8	74.7
Moderately Important	C	57	19.9	21.5	96.2
Mid.....Scale	D	7	2.4	2.6	98.9
Not Important	E	3	1.0	1.1	100.0
	&	<u>21</u>	<u>7.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	265	Missing Cases	21		



QUESTION 55

RIDCSCIP      Extent of Individuals' Relative Importance,  
                     Given Further Development of Computer-Aided Tactical  
                     Trainers in the Design Characteristic of Interactive  
                     Programming

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	62	21.7	23.4	23.4
Mid.....Scale	B	117	40.9	44.2	67.5
Moderately Important	C	74	25.9	27.9	95.5
Mid.....Scale	D	10	3.5	3.8	99.2
Not Important	E	2	0.7	0.8	100.0
	&	<u>21</u>	<u>7.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	265	Missing Cases	21		

QUESTION 56

RIDCSCEI      Extent of Individuals' Relative Importance,  
 Given Further Development of Computer-Aided Tactical  
 Trainers in the Design Characteristic of Evaluating  
 Individual Performance

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	109	38.1	41.0	41.0
Mid.....Scale	B	98	34.3	36.8	77.8
Moderately Important	C	50	17.5	18.8	96.6
Mid.....Scale	D	8	2.8	3.0	99.6
Not Important	E	1	0.3	0.4	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	100.0
Valid Cases	266	Total	286	100.0	100.0
Missing Cases	20				

QUESTION 57

RIDCSCUR      Extent of Individuals' Relative Importance,  
                  Given Further Development of Computer-Aided Tactical  
                  Trainers in the Design Characteristic of User  
                  Reaction Time Slaved to Real World Expectations

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	108	37.8	41.1	41.1
Mid.....Scale	B	105	36.7	39.9	81.0
Moderately Important	C	40	14.0	15.2	96.2
Mid.....Scale	D	10	3.5	3.8	100.0
	&	<u>23</u>	<u>8.0</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	263	Missing Cases	23		

QUESTION 58

RIDCSCSD      Extent of Individuals' Relative Importance,  
                   Given Further Development of Computer-Aided Tactical  
                   Trainers in the Design Characteristic of Set Up..  
                   Disassembly Time

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Highly Important	A	33	11.5	12.4	12.4
Mid.....Scale	B	85	29.7	32.0	44.4
Moderately Important	C	112	39.2	42.1	86.5
Mid.....Scale	D	27	9.4	10.2	96.6
Not Important	E	9	3.1	3.4	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	266	Missing Cases	20		

# QUESTION 59

PEUSCWG      Number of Individuals Having Prior Experience  
in Using Small Computer-Aided War Games

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	247	86.4	89.5	89.5
Yes	Y	29	10.1	10.5	100.0
	&	<u>10</u>	<u>3.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	276	Missing Cases	10		

QUESTION 60

UTVDITT      Extent of Individuals' Perception in Use of  
 Small Table Top Computers Aid in Developing  
 an Individual's Tactical Competency Level

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	23	8.0	8.3	8.3
Mid.....Scale	B	107	37.4	38.8	47.1
To a Moderate Extent	C	96	33.6	34.8	81.9
Mid.....Scale	D	30	10.5	10.9	92.8
To No Extent	E	7	2.4	2.5	95.3
Not Applicable	F	13	4.5	4.7	100.0
	&	<u>10</u>	<u>3.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	276	Missing Cases	10		

QUESTION 61

IIIDTT Extent of Individuals' Interest in Further Development  
of Small Table Top Type War Games

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	62	21.7	22.7	22.7
Mid.....Scale	B	101	35.3	37.0	59.7
To a Moderate Extent	C	64	22.4	23.4	83.2
Mid.....Scale	D	32	11.2	11.7	94.9
To No Extent	E	14	4.9	5.1	100.0
	&	13	4.5	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	273	Missing Cases	13		

QUESTION 62

IITTAC Extent of Individuals' Interest in Having Small  
Table Top Type War Games Available to Individual  
Commands

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	66	23.1	24.1	24.1
Mid.....Scale	B	76	26.6	27.7	51.8
To a Moderate Extent	C	62	21.7	22.6	74.5
Mid.....Scale	D	40	14.0	14.6	89.1
To No Extent	E	30	10.5	10.9	100.0
	&	12	4.2	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	274	Missing Cases	12		



# QUESTION 63

CHIT      Frequency of Commands Having Tactical Training  
Programs in Effect at Time of Survey

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	104	36.4	38.8	38.8
Yes	Y	164	57.3	61.2	100.0
	&	<u>18</u>	<u>6.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	268	Missing Cases	18		

QUESTION 64

RIOCFIT      Individuals' Perception of Relative Importance  
of a Command Having a Tactical Training Program

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Very Important	A	116	40.6	42.0	42.0
Mid.....Scale	B	71	24.8	25.7	67.8
Moderately Important	C	53	18.5	19.2	87.0
Mid.....Scale	D	21	7.3	7.6	94.6
Not Important	E	15	5.2	5.4	100.0
	&	10	3.5	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	276	Missing Cases	10		

QUESTION 65

CPCTGA Individuals' Perception of Command Priority,  
Comparison of Tactics Versus General Admin.

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	42	14.7	14.7	14.7
Higher	B	111	38.8	38.8	53.5
Equal	C	43	15.0	15.0	68.5
Higher	D	71	24.8	24.8	93.4
Significantly Higher	E	19	6.6	6.6	100.0
	Total	286	100.0	100.0	
Valid Cases	286				
Missing Cases	0				

QUESTION 66

CPCTPNPM      Individuals' Perception of Command Priority,  
Comparison of Tactics Versus Personnel and  
Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	25	8.7	8.7	8.7
Higher	B	101	35.3	35.3	44.1
Equal	C	74	25.9	25.9	69.9
Higher	D	70	24.5	24.5	94.4
Significantly Higher	E	<u>16</u>	<u>5.6</u>	<u>5.6</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 67

CPCFSTK      Individuals' Perception of Command Prior  
Comparison of Tactics Versus System Technical  
Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	10	3.5	3.5	3.5
Higher	B	78	27.3	27.3	30.8
Equal	C	131	45.8	45.8	76.6
Higher	D	57	19.9	19.9	96.5
Significantly Higher	E	10	3.5	3.5	100.0
	Total	286	100.0	100.0	
Valid Cases	286				
	Missing Cases	0			

QUESTION 68

CPCTOPQ Individuals' Perception of Command Priority,  
Comparison of Tactics Versus Officer Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	20	7.0	7.0	7.0
Higher	B	67	23.4	23.5	30.5
Equal	C	117	40.9	41.1	71.6
Higher	D	65	22.7	22.8	94.4
Significantly Higher	E	16	5.6	5.6	100.0
	&	1	0.3	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 69

CPCGAPNP      Individuals' Perception of Command Priority,  
Comparison of General Admin Versus Personnel  
and Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	11	3.8	3.8	3.8
Higher	B	83	29.0	29.0	32.9
Equal	C	95	33.2	33.2	66.1
Higher	D	89	31.1	31.1	97.2
Significantly Higher	E	8	2.8	2.8	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 70

CPCGASTK      Individuals' Perception of Command Priority,  
Comparison of General Admin Versus System  
Technical Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	14	4.9	4.9	4.9
Higher	B	75	26.2	26.3	31.2
Equal	C	48	16.8	16.8	48.1
Higher	D	130	45.5	45.6	93.7
Significantly Higher	E	18	6.3	6.3	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		



QUESTION 71

CPCGAOPQ Individuals' Perception of Command Priority  
Comparison of General Admin Versus Officer  
Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	11	3.8	3.9	3.9
Higher	B	76	26.6	26.7	30.5
Equal	C	73	25.5	25.6	56.1
Higher	D	103	36.0	36.1	92.3
Significantly Higher	E	22	7.7	7.7	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 72

CPCPNPST      Individuals' Perception of Command Priority  
Comparison of Personnel and Navy Programs  
Management Versus System Technical Knowledge

	Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
				Percent	Percent	Percent	Percent	Percent	Percent
Significantly Higher		A	12	4.2	4.2	4.2	4.2	4.2	4.2
	Higher	B	76	26.6	26.7	26.7	30.9	30.9	30.9
	Equal	C	73	25.5	25.6	25.6	56.5	56.5	56.5
	Higher	D	106	37.1	37.2	37.2	93.7	93.7	93.7
Significantly Higher		E	18	6.3	6.3	6.3	100.0	100.0	100.0
		&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>Missing</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Total			286	100.0	100.0	100.0	100.0	100.0	100.0
Valid Cases	285	Missing Cases	1						

QUESTION 73

CPCPNPOP

Individuals' Perception of Command Priority,  
Comparison of Personnel and Navy Programs  
Management Versus Officer Professional  
Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	8	2.8	2.8	2.8
Higher	B	72	25.2	25.3	28.1
Equal	C	92	32.2	32.3	60.4
Higher	D	99	34.6	34.7	95.1
Significantly Higher	E	14	4.9	4.9	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 74

CPCSTKOP      Individuals' Perception of Command Priority,  
Comparison of System Technical Knowledge Versus  
Officer Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	8	2.8	2.8	2.8
	B	78	27.3	27.4	30.2
	C	118	41.3	41.4	71.6
	D	73	25.5	25.6	97.2
Significantly Higher	E	8	2.8	2.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 75

NPCTGA Individuals' Perception of Navy Priority,  
Comparison of Tactics Versus General Admin

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	23	8.0	8.1	8.1
Higher	B	85	29.7	29.8	37.9
Equal	C	39	13.3	13.7	51.6
Higher	D	111	38.8	38.9	90.5
Significantly Higher	E	27	9.4	9.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 76

NPCTPNPM      Individuals' Perception of Navy Priority,  
Comparison of Tactics Versus Personnel and  
Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	10	3.5	3.5	3.5
	B	58	20.3	20.4	23.9
	C	61	21.3	21.4	45.3
	D	128	44.8	44.9	90.2
Significantly Higher	E	28	9.8	9.8	100.0
	k	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 77

NPCTSTK      Individuals' Perception of Navy Priority,  
Comparison of Tactics Versus System Technical  
Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	5	1.7	1.8	1.8
Higher	B	59	20.6	20.7	22.5
Equal	C	133	46.5	46.7	69.1
Higher	D	81	28.3	28.4	97.5
Significantly Higher	E	7	2.4	2.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 78

NPCTOPQ Individuals' Perception of Navy Priority,  
Comparison of Tactics Versus Officer Professional  
Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	6	2.1	2.1	2.1
Higher	B	61	21.3	21.4	23.5
Equal	C	92	32.2	32.3	55.8
Higher	D	110	38.5	38.6	94.4
Significantly Higher	E	16	5.6	5.6	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		



QUESTION 79

NPCGAPNP      Individuals' Perception of Navy Priority,  
Comparison of General Admin Versus Personnel  
and Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	10	3.5	3.5	3.5
Higher	B	66	23.1	23.2	26.7
Equal	C	95	33.2	33.3	60.0
Higher	D	103	36.0	36.1	96.1
Significantly Higher	E	11	3.8	3.9	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 80

NPCGASTK      Individuals' Perception of Navy Priority,  
Comparison of General Admin Versus System  
Technical Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	18	6.3	6.3	6.3
Higher	B	106	37.1	37.2	43.5
Equal	C	52	18.2	18.2	61.8
Higher	D	102	35.7	35.8	97.5
Significantly Higher	E	7	2.4	2.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 81

NPCGAOPQ      Individuals' Perception of Navy Priority,  
Comparison of General Admin Versus Officer  
Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	15	5.2	5.3	5.3
Higher	B	89	31.1	31.2	36.5
Equal	C	71	24.8	24.9	61.4
Higher	D	101	35.3	35.4	96.8
Significantly Higher	E	9	3.1	3.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 82

NPCPNPST      Individuals' Perception of Navy Priority,  
Comparison of Personnel and Navy Programs  
Management Versus System Technical Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	20	7.0	7.0	7.0
Higher	B	114	39.9	40.0	47.0
Equal	C	79	27.6	27.7	74.7
Higher	D	64	22.4	22.5	97.2
Significantly Higher	E	8	2.8	2.8	100.0
	&	1	0.3	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 83

NPCNPPOP

Individuals' Perception of Navy Priority,  
Comparison of Personnel and Navy Programs  
Management Versus Officer Professional  
Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	14	4.9	4.9	4.9
Higher	B	113	39.5	39.6	44.6
Equal	C	86	30.1	30.2	74.7
Higher	D	65	22.7	22.8	97.5
Significantly Higher	E	7	2.4	2.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 84

NPCSTKOP      Individuals' Perception of Navy Priority, Versus  
Comparison of System Technical Knowledge, Versus  
Officer Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	2	0.7	0.7	0.7
Higher	B	79	27.6	27.7	28.4
Equal	C	135	47.2	47.4	75.8
Higher	D	62	21.7	21.8	97.5
Significantly Higher	E	7	2.4	2.5	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 85

IPCTGA Individuals' Perception of Individual Priority,  
Comparison of Tactics Versus General Admin

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	112	39.2	39.4	39.4
Higher	B	140	49.0	49.3	88.7
Equal	C	21	7.3	7.4	96.1
Higher	D	7	2.4	2.5	98.6
Significantly Higher	E	4	1.4	1.4	100.0
	&	2	0.7	Missing	100.0
Valid Cases	Total	286	100.0	100.0	
	Missing Cases	2			

IPCTPNPM Individuals' Perception of Individual Priority,  
Comparison of Tactics Versus Personnel and  
Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	66	23.1	23.2	23.2
Higher	B	137	47.9	48.2	71.5
Equal	C	65	22.7	22.9	94.4
Higher	D	13	4.5	4.6	98.9
Significantly Higher	E	3	1.0	1.1	100.0
	&	<u>2</u>	<u>0.7</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	284	Missing Cases	2		



IPCTSTK Individuals' Perception of Individual Priority,  
Comparison of Tactics Versus System Technical  
Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	15	5.2	5.3	5.3
Higher	B	75	26.2	26.5	31.8
Equal	C	175	61.2	61.8	93.6
Higher	D	13	4.5	4.6	98.2
Significantly Higher	E	5	1.7	1.8	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

IPCTOPQ Individuals' Perception of Individual Priority,  
Comparison of Tactics Versus Officer Professional  
Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	15	5.2	5.3	5.3
Higher	R	83	29.0	29.3	34.6
Equal	C	145	50.7	51.2	85.9
Higher	D	35	12.2	12.4	98.2
Significantly Higher	E	5	1.7	1.8	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

IPCGAPNP Individuals' Perception of Individual Priority,  
Comparison of General Admin Versus Personnel  
and Navy Program Management

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	7	2.4	2.5	2.5
Higher	B	32	11.2	11.3	13.8
Equal	C	129	45.1	45.6	59.4
Higher	D	102	35.7	36.0	95.4
Significantly Higher	E	13	4.5	4.6	100.0
	&	<u>3</u>	<u>1.0</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

QUESTION 90

IPCGASTK      Individuals' Perception of Individual Priority,  
Comparison of General Admin Versus System  
Technical Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	3	1.0	1.1	1.1
Higher	B	15	5.2	5.3	6.3
Equal	C	34	11.9	11.9	18.2
Higher	D	192	67.1	67.4	85.6
Significantly Higher	E	41	14.3	14.4	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 91

IPCGAOPQ Individuals' Perception of Individual Priority,  
Comparison of General Admin Versus Officer  
Professional Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	1	0.3	0.4	0.4
Higher	B	12	4.2	4.2	4.6
Equal	C	54	18.9	18.9	23.5
Higher	D	180	62.9	63.2	86.7
Significantly Higher	E	38	13.3	13.3	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 92

IPCNPST Individuals' Perception of Individual Priority,  
Comparison of Personnel and Navy Programs  
Management Versus System Technical Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	3	1.0	1.1	1.1
Higher	B	28	9.8	9.8	10.9
Equal	C	79	27.6	27.7	38.6
Higher	D	147	51.4	51.6	90.2
Significantly Higher	E	28	9.8	9.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 93

IPCPNPOP      Individuals' Perception of Individual Priority,  
 Comparison of Personnel and Navy Programs  
 Management Versus Officer Professional  
 Qualifications

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher	A	1	0.3	0.4	0.4
Higher	B	20	7.0	7.0	7.4
Equal	C	105	36.7	36.8	44.2
Higher	D	137	47.9	48.1	92.3
Significantly Higher	E	22	7.7	7.7	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 94

IPCSTKOP      Individuals' Perception of Individual Priority,  
Comparison of System Technical Knowledge Versus  
Officer Professional Qualifications

	Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Significantly Higher		A	7	2.4	2.5	2.5
Higher		B	50	17.5	17.5	20.0
Equal		C	169	59.1	59.3	79.3
Higher		D	53	18.5	18.6	97.9
Significantly Higher		E	6	2.1	2.1	100.0
		&	1	0.3	Missing	100.0
		Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1			



# QUESTION 95

TDAWC      Number of Individuals Perceiving the  
Availability of Tactical Documents within the  
Individuals' Command

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	10	3.5	3.5	3.5
Yes	Y	<u>276</u>	<u>96.5</u>	<u>96.5</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

# QUESTION 96

TDACWC      Number of Individuals Perceiving the  
 Accessibility of Tactical Documents within  
 the Individuals' Command

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	25	8.7	8.8	8.8
Yes	Y	259	90.6	91.2	100.0
	&	<u>2</u>	<u>0.7</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	284	Missing Cases	2		

# QUESTION 97

TDRCE      Number of Individuals Perceiving that their  
 Command Encourages Him to Review Tactical  
 Documents

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	83	29.0	29.3	29.3
Yes	Y	200	69.9	70.7	100.0
	&	<u>3</u>	<u>1.0</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		283	Missing Cases	3	

QUESTION 98

IPTDADTC Perception of Individuals' Use of Tactical Documents  
Aiding in the Development of Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	67	23.4	23.5	23.5
Mid Scale	B	116	40.6	40.7	64.2
To a Moderate Extent	C	87	30.4	30.5	94.7
Mid Scale	D	11	3.8	3.9	98.6
To No Extent	E	4	1.4	1.4	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 99

SRTD      Number of Individuals Completing Self  
Review of TACPRO, TACNOTE or TACMEMO

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	90	31.5	31.6	31.6
Yes	Y	195	68.2	68.4	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 100

BTD      Number of Individuals Who Have Conducted a  
Brief of a Tactical Document to a Higher  
Authority

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	90	31.5	31.6	31.6
Yes	Y	195	68.2	68.4	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285		Missing Cases	1	

# QUESTION 101

CPTD      Number of Individuals Who Have Contributed  
For Publication a Tactical Concept or Idea

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	126	44.1	44.2	44.2
Yes	Y	159	55.6	55.8	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

# QUESTION 102

ATS      Number of Individuals Who Have Attended  
as an Observer a Tactical Symposium

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	120	42.0	42.0	42.0
Yes	Y	<u>166</u>	<u>58.0</u>	<u>58.0</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		



# QUESTION 103

ATWACM      Number of Individuals Who Have Attended  
as an Observer a Tactical Warfare Area Committee  
Meeting...Battle Group Level

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	203	71.0	71.0	71.0
Yes	Y	<u>83</u>	<u>29.0</u>	<u>29.0</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 104

AIWCTD      Number of Individuals Who Have Attended  
as an Observer a Intra Warfare Community Tactical  
Discussion

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	107	37.4	37.4	37.4
Yes	Y	<u>179</u>	<u>62.6</u>	<u>62.6</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

# QUESTION 105

PWSITD      Number of Individuals Who Have Participated  
in a Wardroom...Small Group...Informal Tactical  
Discussion

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	8	2.8	2.8	2.8
Yes	Y	<u>278</u>	<u>97.2</u>	<u>97.2</u>	100.0
Total		286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 106

PTS      Number of Individuals Who Have Participated  
in a Tactical Symposium

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	139	48.6	48.6	48.6
Yes	Y	<u>147</u>	<u>51.4</u>	<u>51.4</u>	100.0
Total		286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 107

PTWACM      Number of Individuals Who Have Participated  
in a Tactical Warfare Area Committee Meeting

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	210	73.4	73.4	73.4
Yes	Y	<u>76</u>	<u>26.6</u>	<u>26.6</u>	100.0
	Total	286	100.0	100.0	
Valid Cases		286	Missing Cases	0	

# QUESTION 108

PIWCWD      Number of Individuals Who Have Participated  
in an Intra Warfare Community Warfare Discussion

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	117	40.9	40.9	40.9
Yes	Y	<u>169</u>	<u>59.1</u>	<u>59.1</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 110

IPITDDTC      Extent of Individuals' Perception as to Whether Informal  
Tactical Discussions Currently Aid in Developing Their  
Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	81	28.3	28.6	28.6
Mid Scale	B	126	44.1	44.5	73.1
To a Moderate Extent	C	62	21.7	21.9	95.1
Mid Scale	D	9	3.1	3.2	98.2
Not Applicable	F	5	1.7	1.8	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

QUESTION 111

PIPWDDTC      Extent of Individuals' Perception as to Whether Intra  
                     Warfare Community Tactical Discussions Currently  
                     Aid in Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
To a Great Extent	A	49	17.1	17.3	17.3	17.3	17.3	17.3
Mid Scale	B	126	44.1	44.4	44.4	61.6	61.6	61.6
To a Moderate Extent	C	77	26.9	27.1	27.1	88.7	88.7	88.7
Mid Scale	D	13	4.5	4.6	4.6	93.3	93.3	93.3
To No Extent	E	2	0.7	0.7	0.7	94.0	94.0	94.0
Not Applicable	F	17	5.9	6.0	6.0	100.0	100.0	100.0
	&	2	0.7	Missing	Missing	100.0	100.0	100.0
	Total	286	100.0	100.0	100.0			
Valid Cases	284	Missing Cases	2					



QUESTION 112

IPFTDDTC      Extent of Individuals' Perception as to Whether Formal  
Tactical Discussions...(Sponsored Events).Currently  
Aid in Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	57	19.9	20.2	20.2
Mid Scale	B	119	41.6	42.2	62.4
To a Moderate Extent	C	64	22.4	22.7	85.1
Mid Scale	D	13	4.5	4.6	89.7
To No Extent	E	5	1.7	1.8	91.5
No Applicable	F	24	8.4	8.5	100.0
	&	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 113

IPTCCDTC

Extent of Individuals' Perception as to Whether Tactical Correspondence Courses Currently Aid in Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	15	5.2	5.4	5.4
Mid Scale	B	34	11.9	12.1	17.5
To a Moderate Extent	C	91	31.8	32.5	50.0
Mid Scale	D	57	19.9	20.4	70.4
To No Extent	E	26	9.1	9.3	79.6
Not Applicable	F	57	19.9	20.4	100.0
	&	6	2.1	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	280	Missing Cases	6		

QUESTION 114

IPTDRDTC      Extent of Individuals' Perception as to Whether Tactical  
                  Document Review Currently Aid in Developing Their Own Tactical  
                  Competency

Category Label	Code	Absolute Frequency	Relative		Adjusted		Cumulative	
			Frequency	Percent	Frequency	Percent	Frequency	Percent
To a Great Extent	A	17	5.9	6.0	6.0	6.0	6.0	6.0
Mid Scale	B	70	24.5	24.6	24.6	30.6	30.6	30.6
To a Moderate Extent	C	130	45.5	45.8	45.8	76.4	76.4	76.4
Mid Scale	D	41	14.3	14.4	14.4	90.8	90.8	90.8
To No Extent	E	5	1.7	1.8	1.8	92.6	92.6	92.6
Not Applicable	F	21	7.3	7.4	7.4	100.0	100.0	100.0
	&	2	0.7	Missing	Missing	100.0	100.0	100.0
	Total	286	100.0	100.0	100.0			
Valid Cases	284	Missing Cases	2					

QUESTION 115

IPATTDTC      Extent of Individuals' Perception as to Whether Ashore  
Tactical Trainers Currently Aid in Developing Their Own Tactical  
Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	56	19.6	19.9	19.9
Mid Scale	B	103	36.0	36.5	56.4
To a Moderate Extent	C	73	25.5	25.9	82.3
Mid Scale	D	21	7.3	7.4	89.7
To No Extent	E	3	1.0	1.1	90.8
Not Applicable	F	26	9.1	9.2	100.0
	&	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 116

IPICGDT C      Extent of Individuals' Perception as to Whether Informal  
Command Warfare Games...(Table Top)..Currently Aid in  
Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
To a Great Extent	A	9	3.1	3.2	3.2	3.2	3.2	3.2
Mid Scale	B	62	21.7	22.0	22.0	25.2	25.2	25.2
To a Moderate Extent	C	57	19.9	20.2	20.2	45.4	45.4	45.4
Mid Scale	D	30	10.5	10.6	10.6	56.0	56.0	56.0
To No Extent	E	19	6.6	6.7	6.7	62.8	62.8	62.8
Not Applicable	F	105	36.7	37.2	37.2	100.0	100.0	100.0
	&	4	1.4	Missing	Missing	100.0	100.0	100.0
Valid Cases	Total	286	100.0	100.0	100.0			
Missing Cases		4						

QUESTION 117

IPTSDTC      Extent of Individuals' Perception as to Whether Tactical Symposiums...(Sponsored)..Currently Aid in Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent		Adjusted Frequency Percent		Cumulative Frequency Percent	
			Frequency	Percent	Frequency	Percent	Frequency	Percent
To a Great Extent	A	23	8.0	8.0	8.2	8.2	8.2	8.2
Mid Scale	B	90	31.5	31.5	32.0	32.0	40.2	40.2
To a Moderate Extent	C	94	32.9	32.9	33.5	33.5	73.7	73.7
Mid Scale	D	30	10.5	10.5	10.7	10.7	84.3	84.3
To No Extent	E	6	2.1	2.1	2.1	2.1	86.5	86.5
Not Applicable	F	38	13.3	13.3	13.5	13.5	100.0	100.0
	&	5	1.7	1.7	Missing	Missing	100.0	100.0
Valid Cases	Total	286	100.0	100.0	100.0	100.0		
Valid Cases	281	Missing Cases	5					

QUESTION 118

IPTCMDTC      Extent of Individuals' Perception as to Whether Tactical Warfare Area Committee Meetings at the Battle Group Level Currently Aid in Developing Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	19	6.6	6.9	6.9
Mid Scale	B	50	17.5	18.2	25.1
To a Moderate Extent	C	81	28.3	29.5	54.5
Mid Scale	D	24	8.4	8.7	63.3
To No Extent	E	9	3.1	3.3	66.5
Not Applicable	F	92	32.2	33.5	100.0
	&	<u>11</u>	<u>3.8</u>	<u>Missing</u>	100.0
Valid Cases	Total	286	100.0	100.0	
Missing Cases		11			

QUESTION 119

IPRTDTC      Extent of Individuals' Perception as to Whether Refresher  
Training.(ORE-ORI).Currently Aid in Developing Their Own  
Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
To a Great Extent	A	66	23.1	23.4	23.4		23.4	
Mid Scale	B	95	33.2	33.7	57.1		57.1	
To a Moderate Extent	C	71	24.8	25.2	82.3		82.3	
Mid Scale	D	27	9.4	9.6	91.8		91.8	
To No Extent	E	6	2.1	2.1	94.0		94.0	
Not Applicable	F	17	5.9	6.0	100.0		100.0	
	&	4	1.4	Missing	100.0		100.0	
Valid Cases	Total	286	100.0	100.0				
	Missing Cases	4						



QUESTION 120

IPWGODTC      Extent of Individuals' Perception as to Whether  
Wing-Group.(ORE-ORI).Currently Aid in Developing  
Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	65	22.7	23.0	23.0
Mid Scale	B	93	32.5	32.9	55.8
To a Moderate Extent	C	69	24.1	24.4	80.2
Mid Scale	D	20	7.0	7.1	87.3
To No Extent	E	11	3.8	3.9	91.2
Not Applicable	F	25	8.7	8.8	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

QUESTION 121

IPISEDTC      Extent of Individuals' Perception as to Whether Individual  
Command Exercises Currently Aid in Developing Their Own  
Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	59	20.6	20.8	20.8
Mid Scale	B	115	40.2	40.5	61.3
To a Moderate Extent	C	74	25.9	26.1	87.3
Mid Scale	D	15	5.2	5.3	92.6
To No Extent	E	5	1.7	1.8	94.4
Not Applicable	F	16	5.6	5.6	100.0
	&	2	0.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	284	Missing Cases	2		

QUESTION 122

IPPBGDTC

Extent of Individuals' Perception as to Whether  
Participation in Battle Group or Fleet Exercises  
Currently Aid in Developing Their Own Tactical  
Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	78	27.3	27.4	27.4
Mid Scale	B	109	38.1	38.2	65.6
To a Moderate Extent	C	68	23.8	23.9	89.5
Mid Scale	D	19	6.6	6.7	96.1
To No Extent	E	2	0.7	0.7	96.8
Not Applicable	F	9	3.1	3.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 123

IRWCPRK      Individuals' Rating of Warfare Community Peers  
as Tacticians in a Multi Threat Coordinated  
Operations Situation in Terms of Resource Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Top 10%	A	54	18.9	19.4	19.4
Top 25%	B	111	38.8	39.8	59.1
Top 50%	C	78	27.3	28.0	87.1
Bottom 50%	D	30	10.5	10.8	97.8
Bottom 25%	E	5	1.7	1.8	99.6
Bottom 10%	F	1	0.3	0.4	100.0
	&	7	2.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	279	Missing Cases	7		

IRWCPS Individuals' Rating of Warfare Community Peers  
as Tacticians in a Multi Threat Coordinated  
Operations Situation in Terms of Skill

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Top 10%	A	71	24.8	25.4	25.4
Top 25%	B	111	38.8	39.8	65.2
Top 50%	C	74	25.9	26.5	91.8
Bottom 50%	D	18	6.3	6.5	98.2
Bottom 25%	E	2	0.7	0.7	98.9
Bottom 10%	F	3	1.0	1.1	100.0
	&	7	2.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	279	Missing Cases	7		

QUESTION 125

IRSRK Individuals' Rating of Himself as a Tactician in a Multi  
Threat Coordinated Operations Situation in Terms of Resource Knowledge

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Top 10%	A	59	20.6	21.0	21.0
Top 25%	B	99	34.6	35.2	56.2
Top 50%	C	93	32.5	33.1	89.3
Bottom 50%	D	19	6.6	6.8	96.1
Bottom 25%	E	6	2.1	2.1	98.2
Bottom 10%	F	5	1.7	1.8	100.0
	&	5	1.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	281	Missing Cases	5		

QUESTION 126

IRSM      Individuals' Rating of Himself as a Tactician in a Multi  
Coordinated Operations Situation in Terms of Motivation

	Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
				Percent		Percent		Percent	
Top 10%		A	108	37.8		38.3		38.3	
Top 25%		B	108	37.8		38.3		76.6	
Top 50%		C	51	17.8		18.1		94.7	
Bottom 50%		D	9	3.1		3.2		97.9	
Bottom 25%		E	3	1.0		1.1		98.9	
Bottom 10%		F	3	1.0		1.1		100.0	
		&	4	1.4		Missing		100.0	
		Total	286	100.0		100.0			
Valid Cases	282	Missing Cases	4						

# QUESTION 127

RAOTEFWC      Individuals' Perception as to Whether Tactical  
Exercise Feedback is Made Readily Available  
to the Individual Within Their Command

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	120	42.0	43.0	43.0
Yes	Y	159	55.6	57.0	100.0
	&	<u>7</u>	<u>2.4</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	279	Missing Cases	7		



QUESTION 128

IOATEFAT      Individuals' Perception of Opportunity to Analyze  
Tactical Exercise Feedback Based on Availability  
of Time During Normal Working Hours

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Considerable Time Available	A	12	4.2	6.7	6.7
Mid Scale	B	34	11.9	19.0	25.7
Adequate Time Available	C	70	24.5	39.1	64.8
Mid Scale	D	52	18.2	29.1	93.9
No Time Available	E	11	3.8	6.1	100.0
	&	<u>107</u>	<u>37.4</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	179	Missing Cases	107		

QUESTION 129

IOATEFCL Individuals' Perception of Opportunity to Analyze  
Tactical Exercise Feedback Based on Clarity of  
Feedback Received

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Considerably Understandable	A	11	3.8	6.2	6.2
Mid Scale	B	41	14.3	23.2	29.4
Understandable	C	103	36.0	58.2	87.6
Mid Scale	D	18	6.3	10.2	97.7
Confusing	E	4	1.4	2.3	100.0
	&	<u>109</u>	<u>38.1</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	177	Missing Cases	109		

QUESTION 130

IOATEFQA      Individuals' Perception of Opportunity to Analyze  
Tactical Exercise Feedback Based on Quality of  
Feedback Received

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
High Quality	A	13	4.5	7.4	7.4
Mid Scale	B	54	18.9	30.7	38.1
Moderate Quality	C	82	28.7	46.6	84.7
Mid Scale	D	21	7.3	11.9	96.6
Low Quality	E	6	2.1	3.4	100.0
	&	<u>110</u>	<u>38.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	176	Missing Cases	110		

QUESTION 131

IOATEFQU Individuals' Perception of Opportunity to Analyze  
Tactical Exercise Feedback Based on Quantity of  
Feedback Received

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Excessive Quantity	A	8	2.8	4.5	4.5
Mid Scale	B	48	16.8	27.1	31.6
Sufficient Quantity	C	86	30.1	48.6	80.2
Mid Scale	D	30	10.5	16.9	97.2
Insufficient Quantity	E	5	1.7	2.8	100.0
	&	<u>109</u>	<u>38.1</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	177	Missing Cases	109		

QUESTION 132

CSEODTC      Individuals' Perception as to the Extent that  
Operational Schedules Effect the Individuals'  
Opportunity to Develop Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	78	27.3	27.7	27.7
Mid Scale	B	70	24.5	24.8	52.5
To a Moderate Extent	C	69	24.1	24.5	77.0
Mid Scale	D	30	10.5	10.6	87.6
To No Extent	E	17	5.9	6.0	93.6
Not Applicable	F	18	6.3	6.4	100.0
	&	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 133

ISSEADTC      Extent of Individuals' Perception as to Whether the  
Scheduling of Independent Ship or Squadron Exercises  
Affects the Development of Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	51	17.8	18.9	18.9
Mid Scale	B	84	29.4	31.1	50.0
To a Moderate Extent	C	79	27.6	29.3	79.3
Mid Scale	D	31	10.8	11.5	90.7
To No Extent	E	10	3.5	3.7	94.4
Not Applicable	F	15	5.2	5.6	100.0
	&	16	5.6	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	270	Missing Cases	16		

QUESTION 134

COADTC      Extent of Individuals' Perception as to Whether  
the Scheduling of Coordinated Operation  
Exercises Affect the Development of Their Own  
Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	55	19.2	20.4	20.4
Mid Scale	B	103	36.0	38.3	58.7
To a Moderate Extent	C	67	23.4	24.9	83.6
Mid Scale	D	17	5.9	6.3	90.0
To No Extent	E	12	4.2	4.5	94.4
Not Applicable	F	15	5.2	5.6	100.0
	&	17	5.9	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	269	Missing Cases	17		

SSAADTC      Extent of Individuals' Perception as to Whether  
the Scheduling of Supporting Services Availability  
Affects the Development of Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	56	19.6	20.9	20.9
Mid Scale	B	72	25.2	26.9	47.8
To a Moderate Extent	C	78	27.3	29.1	76.9
Mid Scale	D	35	12.2	13.1	89.9
To No Extent	E	11	3.8	4.1	94.0
Not Applicable	F	16	5.6	6.0	100.0
	&	18	6.3	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	268	Missing Cases	18		



QUESTION 136

ERADTC      Extent of Individuals' Perception as to Whether the  
Scheduling of Emergent Requirements by Higher Authority  
Affects the Development of Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	57	19.9	21.4	21.4
Mid Scale	B	75	26.2	28.2	49.6
To a Moderate Extent	C	66	23.1	24.8	74.4
Mid Scale	D	36	12.6	13.5	88.0
To No Extent	E	21	7.3	7.9	95.9
Not Applicable	F	11	3.8	4.1	100.0
	&	<u>20</u>	<u>7.0</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	266	Missing Cases	20		

QUESTION 137

MRADTC      Extent of Individuals' Perception as to Whether the  
Scheduling of Material Readiness Affects the Development  
of Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	91	31.8	34.1	34.1
Mid Scale	B	72	25.2	27.0	61.0
To a Moderate Extent	C	53	18.5	19.9	80.9
Mid Scale	D	26	9.1	9.7	90.6
To No Extent	E	11	3.8	4.1	94.8
Not Applicable	F	14	4.9	5.2	100.0
	&	19	6.6	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	267	Missing Cases	19		

AD-A130 754

TACTICAL COMPETENCY SURVEY PRETEST DATA BASE(U) NAVAL  
POSTGRADUATE SCHOOL MONTEREY CA F K DROGOWSKI MAY 83  
NP554-83-001

4/4

UNCLASSIFIED

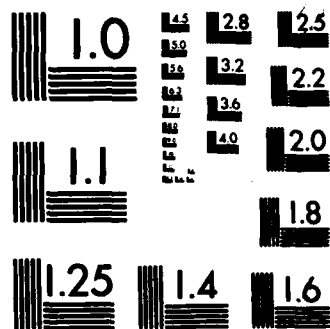
F/G 5/9

NL


END

FILED

10



MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A

QUESTION 138

IADTC      Extent of Individuals' Perception as to Whether the  
Scheduling of Inspections Affects the Development of  
Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	38	13.3	14.2	14.2
Mid Scale	B	52	18.2	19.4	33.6
To a Moderate Extent	C	83	29.0	31.0	64.6
Mid Scale	D	60	21.0	22.4	86.9
To No Extent	E	24	8.4	9.0	95.9
Not Applicable	F	11	3.8	4.1	100.0
	&	18	6.3	Missing	100.0
Valid Cases	268	286	100.0	100.0	
Missing Cases	18				

QUESTION 139

RIADTC      Extent of Individuals' Perception as to Whether the  
Scheduling of Re-Inspections Affects the Development  
of Their Own Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	26	9.1	9.7	9.7
Mid Scale	B	28	9.8	10.5	20.2
To a Moderate Extent	C	68	23.8	25.5	45.7
Mid Scale	D	56	19.6	21.0	66.7
To No Extent	E	53	18.5	19.9	86.5
Not Applicable	F	36	12.6	13.5	100.0
	&	19	6.6	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	267	Missing Cases	19		

QUESTION 140

SCDIDC Individuals' Perception as to the Rank Order in Which the Deletion of Inspections Would Take Place Due to Compressing of a Unit's Operational Schedule While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	99	34.6	35.7	35.7
2nd Activity to be Deleted	2.	50	17.5	18.1	53.8
3rd Activity to be Deleted	3.	26	9.1	9.4	63.2
4th Activity to be Deleted	4.	21	7.3	7.6	70.8
5th Activity to be Deleted	5.	29	10.1	10.5	81.2
6th Activity to be Deleted	6.	16	5.6	5.8	87.0
7th Activity to be Deleted	7.	14	4.9	5.1	92.1
8th Activity to be Deleted	8.	11	3.8	4.0	96.0
Last Activity to be Deleted	9.	11	3.8	4.0	100.0
	0.	9	3.1	Missing	100.0
Total		286	100.0	100.0	

Valid Cases 277 Missing Cases 9

QUESTION 141

SCDARCD      Individuals' Perception as to the Rank Order in Which the  
 Deletion of Admin Requirements Would Take Place Due to Compressing  
 of a Unit's Operational Schedule While Working Against a Fixed Rate

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	63	22.0	22.7	22.7
2nd Activity to be Deleted	2.	85	29.7	30.7	53.4
3rd Activity to be Deleted	3.	39	13.6	14.1	67.5
4th Activity to be Deleted	4.	33	11.5	11.9	79.4
5th Activity to be Deleted	5.	24	8.4	8.7	88.1
6th Activity to be Deleted	6.	14	4.9	5.1	93.1
7th Activity to be Deleted	7.	11	3.8	4.0	97.1
8th Activity to be Deleted	8.	6	2.1	2.2	99.3
Last Activity to be Deleted	9.	2	0.7	0.7	100.0
	0.	9	3.1	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	277	Missing Cases	9		



SCDMATCD      Individuals' Perception as to the Rank Order in Which the  
 Deletion of Material or Admin Training Would Take Place  
 Due to Compressing of a Unit's Operational Schedule While  
 Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
1st Activity to be Deleted	1.	51	17.8	18.4	18.4	18.4	18.4	18.4
2nd Activity to be Deleted	2.	62	21.7	22.4	22.4	40.8	40.8	40.8
3rd Activity to be Deleted	3.	98	34.3	35.4	35.4	76.2	76.2	76.2
4th Activity to be Deleted	4.	29	10.1	10.5	10.5	86.6	86.6	86.6
5th Activity to be Deleted	5.	23	8.0	8.3	8.3	94.9	94.9	94.9
6th Activity to be Deleted	6.	9	3.1	3.2	3.2	98.2	98.2	98.2
7th Activity to be Deleted	7.	2	0.7	0.7	0.7	98.9	98.9	98.9
8th Activity to be Deleted	8.	2	0.7	0.7	0.7	99.6	99.6	99.6
Last Activity to be Deleted	9.	1	0.3	0.4	0.4	100.0	100.0	100.0
	0.	9	3.1	Missing	Missing	100.0	100.0	100.0
	Total	286	100.0	100.0	100.0			

Valid Cases      277      Missing Cases      9

QUESTION 143

SCDTRTCD      Individuals' Perception as to the Rank Order in Which the  
 Deletion of Tactical Related Training Would Take Place  
 Due to Compressing of a Unit's Operational Schedule While  
 Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	41	14.3	14.9	14.9
2nd Activity to be Deleted	2.	36	12.6	13.0	27.9
3rd Activity to be Deleted	3.	42	14.7	15.2	43.1
4th Activity to be Deleted	4.	69	24.1	25.0	68.1
5th Activity to be Deleted	5.	37	12.9	13.4	81.5
6th Activity to be Deleted	6.	22	7.7	8.0	89.5
7th Activity to be Deleted	7.	17	5.9	6.2	95.7
8th Activity to be Deleted	8.	6	2.1	2.2	97.8
Last Activity to be Deleted	9.	6	2.1	2.2	100.0
	0.	<u>10</u>	<u>3.5</u>	<u>Missing</u>	<u>100.0</u>
Total		286	100.0	100.0	
Valid Cases	276	Missing Cases	10		

QUESTION 144

SCDISTCD      Individuals' Perception as to the Rank Order in Which  
the Deletion of Independent Exercise Training Would Take  
Place Due to Compressing of a Unit's Operational Schedule  
While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	9	3.1	3.2	3.2
2nd Activity to be Deleted	2.	17	5.9	6.1	9.4
3rd Activity to be Deleted	3.	31	10.8	11.2	20.6
4th Activity to be Deleted	4.	50	17.5	18.1	38.6
5th Activity to be Deleted	5.	67	23.4	24.2	62.8
6th Activity to be Deleted	6.	46	16.1	16.6	79.4
7th Activity to be Deleted	7.	27	9.4	9.7	89.2
8th Activity to be Deleted	8.	17	5.9	6.1	95.3
Last Activity to be Deleted	9.	13	4.5	4.7	100.0
	0.	<u>9</u>	<u>3.1</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	277	Missing Cases	9		

QUESTION 145

SCDBGCD

Individuals' Perception as to the Rank Order in Which the Deletion of Battle Group Level Coordinated Training Would Take Place Due to Compression of a Unit's Operational Schedule While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
2nd Activity to be Deleted	2.	5	1.7	1.8	1.8
3rd Activity to be Deleted	3.	10	3.5	3.6	5.4
4th Activity to be Deleted	4.	21	7.3	7.6	13.0
5th Activity to be Deleted	5.	31	10.8	11.2	24.2
6th Activity to be Deleted	6.	63	22.0	22.7	46.9
7th Activity to be Deleted	7.	77	26.9	27.8	74.7
8th Activity to be Deleted	8.	48	16.8	17.3	92.1
Last Activity to be Deleted	9.	22	7.7	7.9	100.0
	0.	9	3.1	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	277	Missing Cases	9		

QUESTION 146

SCDFECD      Individuals' Perception as to the Rank Order in Which the Deletion  
of Fleet Exercises Would Take Place Due to Compression of a Unit's  
Operational Schedule While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	5	1.7	1.8	1.8
2nd Activity to be Deleted	2.	12	4.2	4.3	6.1
3rd Activity to be Deleted	3.	13	4.5	4.7	10.8
4th Activity to be Deleted	4.	20	7.0	7.2	18.1
5th Activity to be Deleted	5.	24	8.4	8.7	26.7
6th Activity to be Deleted	6.	32	11.2	11.6	38.3
7th Activity to be Deleted	7.	65	22.7	23.5	61.7
8th Activity to be Deleted	8.	72	25.2	26.0	87.7
Last Activity to be Deleted	9.	34	11.9	12.3	100.0
	0.	9	3.1	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	277	Missing Cases	9		

QUESTION 147

SCDSMCD      Individuals' Perception as to the Rank Order in Which the Deletion  
of Scheduled Maintenance Would Take Place Due to Compression of a  
Unit's Operational Schedule While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	3	1.0	1.1	1.1
2nd Activity to be Deleted	2.	6	2.1	2.2	3.2
3rd Activity to be Deleted	3.	12	4.2	4.3	7.6
4th Activity to be Deleted	4.	24	8.4	8.7	16.2
5th Activity to be Deleted	5.	26	9.1	9.4	25.6
6th Activity to be Deleted	6.	52	18.2	18.8	44.4
7th Activity to be Deleted	7.	33	11.5	11.9	56.3
8th Activity to be Deleted	8.	80	28.0	28.9	85.2
Last Activity to be Deleted	9.	41	14.3	14.8	100.0
	0.	9	3.1	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	277	Missing Cases	9		

QUESTION 148

SCDOCCD Individuals' Perception as to the Rank Order in Which the Deletion of Operational Commitments Would Take Place Due to Compression of a Unit's Operational Schedule While Working Against a Fixed Date

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1st Activity to be Deleted	1.	6	2.1	2.2	2.2
2nd Activity to be Deleted	2.	4	1.4	1.4	3.6
3rd Activity to be Deleted	3.	6	2.1	2.2	5.8
4th Activity to be Deleted	4.	11	3.8	4.0	9.8
5th Activity to be Deleted	5.	17	5.9	6.2	15.9
6th Activity to be Deleted	6.	21	7.3	7.6	23.6
7th Activity to be Deleted	7.	30	10.5	10.9	34.4
8th Activity to be Deleted	8.	35	12.2	12.7	47.1
Last Activity to be Deleted	9.	146	51.0	52.9	100.0
	0.	<u>10</u>	<u>3.5</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	276	Missing Cases	10		

# QUESTION 149

IBBGAEFA Individuals' Perception as to Whether There  
is Sufficient Time Allocated Between Battle  
Group..Fleet..Exercises to Permit Adequate  
Feedback Analysis

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	118	41.3	44.7	44.7
Yes	Y	146	51.0	55.3	100.0
	&	<u>22</u>	<u>7.7</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	264	Missing Cases	22		



# QUESTION 150

TBBGEALL      Individuals' Perception as to Whether There is  
Sufficient Time Allocated Between Battle Group  
..Fleet..Exercises to Permit Application of  
Lessons Learned to Follow on Exercise Planning

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	137	47.9	51.9	51.9
Yes	Y	127	44.4	48.1	100.0
	&	<u>22</u>	<u>7.7</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	264	Missing Cases	22		

QUESTION 151

IBKSFR

Individuals' Perception as to the Relative Importance of Demonstrating Basic Knowledge Regarding Friendly..Threat..Capabilities and Demonstrated Tactical Competency Regarding Systems Employment Such That it be Identified as a Specific Item on His Fitness Report

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Essential	A	19	6.6	6.8	6.8
Extremely Important	B	129	45.1	46.4	53.2
Important But Not Specific Fitrep Worthy	C	90	31.5	32.4	85.6
Important, Should Not be Commented On	D	30	10.5	10.8	96.4
Not Important	E	10	3.5	3.6	100.0
	&	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 152

HPDASWL      Individuals' Normal Work Load...Hours Per Day...At Sea....  
Operational

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less Than 8 Hours	A	1	0.3	0.4	0.4
> or Equal to 8 < Than 9 Hours	B	9	3.1	3.2	3.5
> or Equal to 9 < Than 10 Hours	C	11	3.8	3.9	7.4
> or Equal to 10 < Than 11 Hours	D	17	5.9	6.0	13.3
> or Equal to 11 < Than 12 Hours	E	24	8.4	8.4	21.8
> or Equal to 12 < Than 13 Hours	F	37	12.9	13.0	34.7
> or Equal to 13 < Than 14 Hours	G	41	14.3	14.4	49.1
Greater Than 14 Hours	H	126	44.1	44.2	93.3
Not Applicable	I	19	6.6	6.7	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 153

HPDIPWL      Individuals' Normal Work Load...Hours Per Day...In Port...  
Non Operational

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less Than 8 Hours	A	36	12.6	12.6	12.6
> or Equal to 8 < Than 9 Hours	B	67	23.4	23.5	36.1
> or Equal to 9 < Than 10 Hours	C	57	19.9	20.0	56.1
> or Equal to 10 < Than 11 Hours	D	71	24.8	24.9	81.1
> or Equal to 11 < Than 12 Hours	E	27	9.4	9.5	90.5
> or Equal to 12 < Than 13 Hours	F	15	5.2	5.3	95.8
> or Equal to 13 < Than 14 Hours	G	2	0.7	0.7	96.5
Greater Than 14 Hours	H	1	0.3	0.4	96.8
Not Applicable	I	9	3.1	3.2	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 154

DPWWLAT      Individuals' Normal Work Week....Days Per Week....At Sea....  
Operational

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
4 Days Per Week	D	1	0.3	0.3	0.3
5 Days Per Week	E	5	1.7	1.7	2.1
6 Days Per Week	F	26	9.1	9.1	11.2
7 Days Per Week	G	234	81.8	81.8	93.0
Not Applicable	H	20	7.0	7.0	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 155

DPWWLIP      Individuals' Normal Work Week...Days Per Week...In Port...  
                  Non Operational

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
1 Day Per Week	A	1	0.3	0.3	0.3
2 Days Per Week	B	1	0.3	0.3	0.7
3 Days Per Week	C	2	0.7	0.7	1.4
4 Days Per Week	D	3	1.0	1.0	2.4
5 Days Per Week	E	185	64.7	64.7	67.1
6 Days Per Week	F	74	25.9	25.9	93.0
7 Days Per Week	G	9	3.1	3.1	96.2
Not Applicable	H	11	3.8	3.8	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

ROTAPBP      Individuals' Rank Ordering of the Job Related Activity...  
 Primary Billet...In Terms of the Amount of Time They  
 Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	214	74.8	77.0	77.0
Less Time	2.	25	8.7	9.0	86.0
Less Time	3.	17	5.9	6.1	92.1
Less Time	4.	7	2.4	2.5	94.6
Less Time	5.	7	2.4	2.5	97.1
Less Time	6.	3	1.0	1.1	98.2
Less Time	7.	1	0.3	0.4	98.6
Less Time	9.	2	0.7	0.7	99.3
Least Amount of Time	10.	2	0.7	0.7	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 157

ROTACDP      Individuals' Rank Ordering of the Job Related Activity...  
 Collateral Duties...In Terms of the Amount of Time They  
 Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	6	2.1	2.2	2.2
Less Time	2.	53	18.5	19.1	21.2
Less Time	3.	48	16.8	17.3	38.5
Less Time	4.	37	12.9	13.3	51.8
Less Time	5.	23	8.0	8.3	60.1
Less Time	6.	27	9.4	9.7	69.8
Less Time	7.	22	7.7	7.9	77.7
Less Time	8.	28	9.8	10.1	87.8
Less Time	9.	19	6.6	6.8	94.6
Least Amount of Time	10.	15	5.2	5.4	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		



QUESTION 158

ROTAARP      Individuals' Rank Ordering of the Job Related Activity....  
Admin Requirements...In Terms of the Amount of Time They Presently  
Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	21	7.3	7.6	7.6
Less Time	2.	99	34.6	35.6	43.2
Less Time	3.	72	25.2	25.9	69.1
Less Time	4.	37	12.9	13.3	82.4
Less Time	5.	21	7.3	7.6	89.9
Less Time	6.	9	3.1	3.2	93.2
Less Time	7.	8	2.8	2.9	96.0
Less Time	8.	7	2.4	2.5	98.6
Less Time	9.	3	1.0	1.1	99.6
Least Amount of Time	10.	1	0.3	0.4	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 159

ROTATTP

Individuals' Rank Ordering of the Job Related Activity...  
Tactical Training...In Terms of the Amount of Time They  
Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	11	3.8	4.0	4.0
Less Time	2.	26	9.1	9.4	13.3
Less Time	3.	37	12.9	13.3	26.6
Less Time	4.	42	14.7	15.1	41.7
Less Time	5.	47	16.4	16.9	58.6
Less Time	6.	36	12.6	12.9	71.6
Less Time	7.	25	8.7	9.0	80.6
Less Time	8.	26	9.1	9.4	89.9
Less Time	9.	13	4.5	4.7	94.6
Least Amount of Time	10.	15	5.2	5.4	100.0
	0.	8	2.8	Missing	100.0
Valid Cases	278	286	100.0	100.0	
Missing Cases	8				

QUESTION 160

ROTANTTP      Individuals Rank Ordering of the Job Related Activity..  
 Non Tactical Training...In Terms of the Amount of Time  
 They Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	3	1.0	1.1	1.1
Less Time	2.	9	3.1	3.2	4.3
Less Time	3.	12	4.2	4.3	8.6
Less Time	4.	27	9.4	9.7	18.3
Less Time	5.	51	17.8	18.3	36.7
Less Time	6.	44	15.4	15.8	52.5
Less Time	7.	47	16.4	16.9	69.4
Less Time	8.	34	11.9	12.2	81.7
Less Time	9.	38	13.3	13.7	95.3
Least Amount of Time	10.	13	4.5	4.7	100.0
	0.	<u>8</u>	<u>2.8</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 161

ROTAPEMP      Individuals' Rank Ordering of the Job Related Activity....  
 Personnel Management...In Terms of the Amount of Time They  
 Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	5	1.7	1.8	1.8
Less Time	2.	38	13.3	13.7	15.5
Less Time	3.	41	14.3	14.7	30.2
Less Time	4.	46	16.1	16.5	46.8
Less Time	5.	27	9.4	9.7	56.5
Less Time	6.	27	9.4	9.7	66.2
Less Time	7.	21	7.3	7.6	73.7
Less Time	8.	30	10.5	10.8	84.5
Less Time	9.	26	9.1	9.4	93.9
Least Amount of Time	10.	17	5.9	6.1	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 162

ROTAPRMP

Individuals' Rank Ordering of the Job Related Activity...  
Program Management...In Terms of the Amount of Time They  
Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	1	0.3	0.4	0.4
Less Time	2.	3	1.0	1.1	1.4
Less Time	3.	11	3.8	4.0	5.4
Less Time	4.	22	7.7	7.9	13.3
Less Time	5.	29	10.1	10.4	23.7
Less Time	6.	35	12.2	12.6	36.3
Less Time	7.	37	12.9	13.3	49.6
Less Time	8.	40	14.0	14.4	64.0
Less Time	9.	41	14.3	14.7	78.8
Least Amount of Time	10.	59	20.6	21.2	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 163

ROTAMMP

Individuals' Rank Ordering of the Job Related Activity...  
Material Management...In Terms of the Amount of Time They  
Presently Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	1	0.3	0.4	0.4
Less Time	2.	7	2.4	2.5	2.9
Less Time	3.	16	5.6	5.8	8.6
Less Time	4.	21	7.3	7.6	16.2
Less Time	5.	29	10.1	10.4	26.6
Less Time	6.	37	12.9	13.3	39.9
Less Time	7.	40	14.0	14.4	54.3
Less Time	8.	35	12.2	12.6	66.9
Less Time	9.	61	21.3	21.9	88.8
Least Amount of Time	10.	31	10.8	11.2	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

QUESTION 164

ROTAWP

Individuals' Rank Ordering of the Job Related Activity...  
Watchstanding...In Terms of the Amount of Time They Presently  
Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	14	4.9	5.0	5.0
Less Time	2.	10	3.5	3.6	8.6
Less Time	3.	13	4.5	4.7	13.3
Less Time	4.	22	7.7	7.9	21.2
Less Time	5.	22	7.7	7.9	29.1
Less Time	6.	26	9.1	9.4	38.5
Less Time	7.	24	8.4	8.6	47.1
Less Time	8.	26	9.1	9.4	56.5
Less Time	9.	34	11.9	12.2	68.7
Least Amount of Time	10.	87	30.4	31.3	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		

ROTAPPQP      Individuals' Rank Ordering of the Job Related Activity..  
 Personnel Professional Qualifications, In Terms of the Amount  
 of Time They Presently Dedicated to that Activity

QUESTION 165

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	2	0.7	0.7	0.7
Less Time	2.	8	2.8	2.9	3.6
Less Time	3.	11	3.8	4.0	7.6
Less Time	4.	17	5.9	6.1	13.7
Less Time	5.	21	7.3	7.6	21.2
Less Time	6.	35	12.2	12.6	33.8
Less Time	7.	53	18.5	19.1	52.9
Less Time	8.	52	18.2	18.7	71.6
Less Time	9.	41	14.3	14.7	86.3
Least Amount of Time	10.	38	13.3	13.7	100.0
	0.	8	2.8	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	278	Missing Cases	8		



QUESTION 166

APROTA In Terms of Satisfying Command Mission Requirements  
Individuals' Perception as to the Appropriateness of  
the Time Distribution Previously Described in Questions 156-165

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	35	12.2	12.8	12.8
Mid Scale	B	84	29.4	30.7	43.4
To a Moderate Extent	C	91	31.8	33.2	76.6
Mid Scale	D	55	19.2	20.1	96.7
To No Extent	E	9	3.1	3.3	100.0
	&	<u>12</u>	<u>4.2</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	274	Missing Cases	12		

QUESTION 167

Individuals' Rank Ordering of the Job Related Activity....  
Primary Billet....In Terms of the Amount of Time They  
Perceive They Should Dedicate to that Activity

ROTAPBD

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	209	73.1	74.1	74.1
Less Time	2.	27	9.4	9.6	83.7
Less Time	3.	28	9.8	9.9	93.6
Less Time	4.	10	3.5	3.5	97.2
Less Time	5.	2	0.7	0.7	97.9
Less Time	6.	1	0.3	0.4	98.2
Less Time	7.	2	0.7	0.7	98.9
Less Time	9.	2	0.7	0.7	99.6
Least Amount of Time	10.	1	0.3	0.4	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 168

ROTACDD Individuals' Rank Ordering of the Job Related Activity...  
Collateral Duties...In Terms of the Amount of Time They  
Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	1	0.3	0.4	0.4
Less Time	2.	44	15.4	15.6	16.0
Less Time	3.	28	9.8	9.9	25.9
Less Time	4.	35	12.2	12.4	38.3
Less Time	5.	30	10.5	10.6	48.9
Less Time	6.	31	10.8	11.0	59.9
Less Time	7.	18	6.3	6.4	66.3
Less Time	8.	43	15.0	15.2	81.6
Less Time	9.	25	8.7	8.9	90.4
Least Amount of Time	10.	27	9.4	9.6	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 169

ROTAARD

Individuals' Rank Ordering of the Job Related Activity...  
Admin Requirements...In Terms of the Amount of Time They  
Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	4	1.4	1.4	1.4
Less Time	2.	32	11.2	11.3	12.8
Less Time	3.	31	10.8	11.0	23.8
Less Time	4.	37	12.9	13.1	36.9
Less Time	5.	48	16.8	17.0	53.9
Less Time	6.	40	14.0	14.2	68.1
Less Time	7.	40	14.0	14.2	82.3
Less Time	8.	16	5.6	5.7	87.9
Less Time	9.	19	6.6	6.7	94.7
Least Amount of Time	10.	15	5.2	5.3	100.0
	0.	<u>4</u>	<u>1.4</u>	<u>Missing</u>	100.0
Valid Cases	282	Total	286	100.0	
Missing Cases	4			100.0	

QUESTION 170

ROTATTD      Individuals' Rank Ordering of the Job Related Activity...  
 Tactical Training...In Terms of the Amount of Time They  
 Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	50	17.5	17.7	17.7
Less Time	2.	94	32.9	33.3	51.1
Less Time	3.	53	18.5	18.8	69.9
Less Time	4.	29	10.1	10.3	80.1
Less Time	5.	24	8.4	8.5	88.7
Less Time	6.	8	2.8	2.8	91.5
Less Time	7.	7	2.4	2.5	94.0
Less Time	8.	8	2.8	2.8	96.8
Less Time	9.	3	1.0	1.1	97.9
Least Amount of Time	10.	6	2.1	2.1	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 171

ROTANTTD      Individuals' Rank Ordering of the Job Related Activity...  
 Non Tactical Training...In Terms of the Amount of Time They  
 Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	1	0.3	0.4	0.4
Less Time	2.	23	8.0	8.2	8.5
Less Time	3.	32	11.2	11.3	19.9
Less Time	4.	54	18.9	19.1	39.0
Less Time	5.	39	13.6	13.8	52.8
Less Time	6.	34	11.9	12.1	64.9
Less Time	7.	34	11.9	12.1	77.0
Less Time	8.	31	10.8	11.0	87.9
Less Time	9.	27	9.4	9.6	97.5
Least Amount of Time	10.	7	2.4	2.5	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 172

ROTAPEMD      Individuals' Rank Ordering of the Job Related Activity...  
 Personnel Management...In Terms of the Amount of Time They  
 Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less Time	2.	23	8.0	8.2	8.2
Less Time	3.	32	11.2	11.3	19.5
Less Time	4.	28	9.8	9.9	29.4
Less Time	5.	38	13.3	13.5	42.9
Less Time	6.	47	16.4	16.7	59.6
Less Time	7.	33	11.5	11.7	71.3
Less Time	8.	36	12.6	12.8	84.0
Less Time	9.	32	11.2	11.3	95.4
Least Amount of Time	10.	13	4.5	4.6	100.0
	0.	<u>4</u>	<u>1.4</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 173

ROTAPRMD      Individuals' Rank Ordering of the Job Related Activity...  
 Program Management...In Terms of the Amount of Time They  
 Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	1	0.3	0.4	0.4
Less Time	2.	2	0.7	0.7	1.1
Less Time	3.	5	1.7	1.8	2.8
Less Time	4.	8	2.8	2.8	5.7
Less Time	5.	17	5.9	6.0	11.7
Less Time	6.	24	8.4	8.5	20.2
Less Time	7.	44	15.4	15.6	35.8
Less Time	8.	50	17.5	17.7	53.5
Less Time	9.	69	24.1	24.5	78.0
Least Amount of Time	10.	62	21.7	22.0	100.0
	0.	<u>4</u>	<u>1.4</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		



QUESTION 174

Individuals' Rank Ordering of the Job Related Activity...  
Material Management...In Terms of the Amount of Time They  
Perceive They Should Dedicate to that Activity

ROTAMMD

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	2	0.7	0.7	0.7
Less Time	2.	9	3.1	3.2	3.9
Less Time	3.	18	6.3	6.4	10.3
Less Time	4.	33	11.5	11.7	22.0
Less Time	5.	29	10.1	10.3	32.3
Less Time	6.	32	11.2	11.3	43.6
Less Time	7.	36	12.6	12.8	56.4
Less Time	8.	50	17.5	17.7	74.1
Less Time	9.	37	12.9	13.1	87.2
Least Amount of Time	10.	36	12.6	12.8	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 175

ROTAWD Individuals' Rank Ordering of the Job Related Activity...  
 Watchstanding...In Terms of the Amount of Time They  
 Perceive They Should Dedicate to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	6	2.1	2.1	2.1
Less Time	2.	10	3.5	3.5	5.7
Less Time	3.	11	3.8	3.9	9.6
Less Time	4.	12	4.2	4.3	13.8
Less Time	5.	15	5.2	5.3	19.1
Less Time	6.	32	11.2	11.3	30.5
Less Time	7.	26	9.1	9.2	39.7
Less Time	8.	28	9.8	9.9	49.6
Less Time	9.	47	16.4	16.7	66.3
Least Amount of Time	10.	95	33.2	33.7	100.0
	0.	4	1.4	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 176

ROTAPPQD

Individuals' Rank Ordering of the Job Related Activity..Personnel  
Professional Qualifications, In Terms of the Amount of Time They  
Presently Dedicated to that Activity

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Greatest Amount of Time	1.	8	2.8	2.8	2.8
Less Time	2.	18	6.3	6.4	9.2
Less Time	3.	44	15.4	15.6	24.8
Less Time	4.	36	12.6	12.8	37.6
Less Time	5.	40	14.0	14.2	51.8
Less Time	6.	33	11.5	11.7	63.5
Less Time	7.	42	14.7	14.9	78.4
Less Time	8.	20	7.0	7.1	85.5
Less Time	9.	21	7.3	7.4	92.9
Least Amount of Time	10.	20	7.0	7.1	100.0
	0.	<u>4</u>	<u>1.4</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 177

TPDIHNO      Number of Hours an Individual Dedicates Per Day on the Activity Ranked  
Number One in Questions Number 156-165

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less Than 30 Minutes	A	4	1.4	1.4	1.4
> Than or Equal to 30 Minutes < than 1 Hour	B	10	3.5	3.5	4.9
> Than or Equal to 1 Hour < Than 2 Hours	C	19	6.6	6.7	11.7
> Than or Equal to 2 Hours < Than 3 Hours	D	21	7.3	7.4	19.1
> Than or Equal to 3 Hours < Than 4 Hours	E	21	7.3	7.4	26.5
> Than or Equal to 4 Hours < Than 5 Hours	F	36	12.6	12.7	39.2
> Than or Equal to 5 Hours < Than 6 Hours	G	35	12.2	12.4	51.6
> Than or Equal to 6 Hours < Than 7 Hours	H	42	14.7	14.8	66.4
> Than or Equal to 7 Hours < Than 8 Hours	I	17	5.9	6.0	72.4

QUESTION 177 CONTINUED

TPDIHNO Continued

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
> Than or Equal to 8 Hours < Than 9 Hours	J	20	7.0	7.1	79.5
> Than or Equal to 9 Hours < Than 10 Hours	K	10	3.5	3.5	83.0
> Than or Equal to 10 Hours < Than 11 Hours	L	23	8.0	8.1	91.2
> Than or Equal to 11 Hours < Than 12 Hours	M	6	2.1	2.1	93.3
> Than or Equal to 12 Hours < Than 13 Hours	N	9	3.1	3.2	96.5
> Than or Equal to 13 Hours < Than 14 Hours	O	1	0.3	0.4	96.8
> Than or Equal to 14 Hours	P	9	3.1	3.2	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

QUESTION 178

TPDIHNT      Number of Hours an Individual Dedicates Per Day on the  
Activity Ranked Number Two in Questions Number 156-165

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Less Than 30 Minutes	A	26	9.1	9.1	9.1
> Than or Equal to 30 Minutes < Than 1 Hour	B	15	5.2	5.3	14.4
> Than or Equal to 1 Hour < Than 2 Hours	C	65	22.7	22.8	37.2
> Than or Equal to 2 Hours < Than 3 Hours	D	57	19.9	20.0	57.2
> Than or Equal to 3 Hours < Than 4 Hours	E	52	18.2	18.2	75.4
> Than or Equal to 4 Hours < Than 5 Hours	F	32	11.2	11.2	86.7
> Than or Equal to 5 Hours < Than 6 Hours	G	14	4.9	4.9	91.6
> Than or Equal to 6 Hours < Than 7 Hours	H	9	3.1	3.2	94.7
> Than or Equal to 7 Hours < Than 8 Hours	I	1	0.3	0.4	95.1
> Than or Equal to 8 Hours < Than 9 Hours	J	7	2.4	2.5	97.5

TPDIHNT Continued

QUESTION 178 CONTINUED

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
> Than or Equal to 9 Hours < Than 10 Hours	K	1	0.3	0.4	97.9
> Than or Equal to 10 Hours < Than 11 Hours	L	2	0.7	0.7	98.6
> Than or Equal to 12 Hours < Than 13 Hours	N	2	0.7	0.7	99.3
> Than or Equal to 14 Hours	P	2	0.7	0.7	100.0
	&	<u>1</u>	<u>0.3</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	285	Missing Cases	1		

QUESTION 179

IPOBOW      Extent of Individuals' Perception as to Being Overworked

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	62	21.7	21.7	21.7
Mid.....Scale	B	69	24.1	24.1	45.8
To a Moderate Extent	C	85	29.7	29.7	75.5
Mid.....Scale	D	46	16.1	16.1	91.6
To No Extent	E	24	8.4	8.4	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		



QUESTION 180

IPOPCAGG      Extent of Individuals' Perception as to Their Overall Productivity  
Contributing to the Achievement of Command Goals

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	137	47.9	47.9	47.9
Mid.....Scale	B	95	33.2	33.2	81.1
To a Moderate Extent	C	38	13.3	13.3	94.4
Mid.....Scale	D	15	5.2	5.2	99.7
To No Extent	E	1	0.3	0.3	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 181

IPSTADTC      Extent of Individuals' Perception as to the Availability of  
Sufficient Time to Develop Individual Tactical Competency

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	5	1.7	1.7	1.7
Mid.....Scale	B	31	10.8	10.8	12.6
To a Moderate Extent	C	72	25.2	25.2	37.8
Mid.....Scale	D	134	46.9	46.9	84.6
To No Extent	E	44	15.4	15.4	100.0
Valid Cases	Total	286	100.0	100.0	
Missing Cases		0			

QUESTION 182

IPCEDTC      Extent of Individuals' Perception as to Whether the  
Command in Which Assigned Encourages Individual Development  
of Tactical Concepts

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	50	17.5	17.5	17.5
Mid.....Scale	B	46	16.1	16.1	33.6
To a Moderate Extent	C	84	29.4	29.4	62.9
Mid.....Scale	D	71	24.8	24.8	87.8
To No Extent	E	35	12.2	12.2	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 183

IPCGPDTC      Extent of Individuals' Perception as to Whether the Command in  
Which Assigned Gives Priority to the Development of Tactical  
Concepts

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	14	4.9	4.9	4.9
Mid.....Scale	B	51	17.8	17.8	22.7
To a Moderate Extent	C	98	34.3	34.3	57.0
Mid.....Scale	D	81	28.3	28.3	85.3
To No Extent	E	42	14.7	14.7	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 184

IPNGPDTC      Extent of Individuals' Perception as to Whether the Navy  
Gives Priority to the Developing of Tactical Concepts

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	9	3.1	3.1	3.1
Mid.....Scale	B	34	11.9	11.9	15.0
To a Moderate Extent	C	105	36.7	36.7	51.7
Mid.....Scale	D	121	42.3	42.3	94.1
To No Extent	E	17	5.9	5.9	100.0
	Total	286	100.0	100.0	
Valid Cases	286	Missing Cases	0		

QUESTION 185

NBGTEADO      Extent of Individuals' Perception as to Whether Navy  
 Battle Groups are Being Tactically Effective in Accomplishing  
 Operational Objectives

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	9	3.1	3.2	3.2
Mid.....Scale	B	58	20.3	20.6	23.8
To a Moderate Extent	C	132	46.2	47.0	70.8
Mid.....Scale	D	67	23.4	23.8	94.7
To No Extent	E	1	0.3	0.4	95.0
Not Applicable	F	14	4.9	5.0	100.0
	&	5	1.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	281	Missing Cases	5		

QUESTION 186

IPBGPCOR      Extent of Individuals' Perception as to the Performance  
of Navy Battle Groups in the Tactically Related Characteristic  
of Internal Organic Coordination

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
Strong	A	5	1.7		1.8		1.8	
Mid.....Scale	B	41	14.3		14.4		16.2	
Sufficient	C	97	33.9		34.2		50.4	
Mid.....Scale	D	84	29.4		29.6		79.9	
Weak	E	37	12.9		13.0		93.0	
Not Applicable	F	20	7.0		7.0		100.0	
	&	2	0.7		Missing		100.0	
	Total	286	100.0		100.0			
Valid Cases	284	Missing Cases	2					

QUESTION 187

IPBGPTP      Extent of Individuals' Perception as to the Performance  
of Navy Battle Groups in the Tactically Related Characteristic  
of Tactical Planning

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative	
			Percent	Percent	Percent	Percent	Frequency	Percent
Strong	A	6	2.1	2.1	2.1	2.1	2.1	2.1
Mid.....Scale	B	59	20.6	20.6	20.8	23.0	23.0	23.0
Sufficient	C	121	42.3	42.3	42.8	65.7	65.7	65.7
Mid.....Scale	D	64	22.4	22.4	22.6	88.3	88.3	88.3
Weak	E	13	4.5	4.5	4.6	92.9	92.9	92.9
Not Applicable	F	20	7.0	7.0	7.1	100.0	100.0	100.0
	&	3	1.0	1.0	Missing	100.0	100.0	100.0
	Total	286	100.0	100.0	100.0	100.0	100.0	100.0
Valid Cases	283	Missing Cases	3					



This page intentionally blank

IPBGGPEX      Extent of Individuals' Perception as to the Performance of  
Navy Battle Groups in the Tactically Related Characteristic of  
Execution

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Strong	A	9	3.1	3.2	3.2
Mid.....Scale	B	61	21.3	21.5	24.6
Sufficient	C	108	37.8	38.0	62.7
Mid.....Scale	D	69	24.1	24.3	87.0
Weak	E	17	5.9	6.0	93.0
Not Applicable	F	20	7.0	7.0	100.0
	&	2	0.7	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	284	Missing Cases	2		

QUESTION 189

IPBGPCNO      Extent of Individuals' Perception as to the Performance of Navy  
                  Battle Groups in the Tactically Related Characteristic of External  
                  Non Organic Coordination

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Strong	A	7	2.4	2.5	2.5
Mid.....Scale	B	31	10.8	10.9	13.4
Sufficient	C	83	29.0	29.2	42.6
Mid.....Scale	D	97	33.9	34.2	76.8
Weak	E	48	16.8	16.9	93.7
Not Applicable	F	18	6.3	6.3	100.0
	&	<u>2</u>	<u>0.7</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	284	Missing Cases	2		

QUESTION 190

IPBGPFE

Extent of Individuals' Perception as to the Performance of Navy  
Battle Groups in the Tactically Related Characteristic of Feedback

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Strong	A	3	1.0	1.1	1.1
Mid.....Scale	B	18	6.3	6.4	7.4
Sufficient	C	77	26.9	27.2	34.6
Mid.....Scale	D	94	32.9	33.2	67.8
Weak	E	75	26.2	26.5	94.3
Not Applicable	F	16	5.6	5.7	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	

Valid Cases

283

Missing Cases

3

QUESTION 191

IPBGPTA Extent of Individuals' Perception as to the Performance of  
Navy Battle Groups in the Tactically Related Characteristic of  
Tactical Employment of Assets

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Strong	A	5	1.7	1.8	1.8
Mid.....Scale	B	51	17.8	18.1	19.9
Sufficient	C	109	38.1	38.7	58.5
Mid.....Scale	D	87	30.4	30.9	89.4
Weak	E	15	5.2	5.3	94.7
Not Applicable	F	15	5.2	5.3	100.0
	&	<u>4</u>	<u>1.4</u>	<u>Missing</u>	<u>100.0</u>
	Total	286	100.0	100.0	
Valid Cases	282	Missing Cases	4		

QUESTION 192

IPBGPORG      Extent of Individuals' Perception as to the Performance  
of Navy Battle Groups in the Tactically Related Characteristic  
of Organization

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
Strong	A	3	1.0	1.1	1.1
Mid.....Scale	B	41	14.3	14.5	15.5
Sufficient	C	79	27.6	27.9	43.5
Mid.....Scale	D	96	33.6	33.9	77.4
Weak	E	49	17.1	17.3	94.7
Not Applicable	F	15	5.2	5.3	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

# QUESTION 193

IPNWPDTC      Extent of Individuals' Perception as to  
Whether There Should be a Navy Wide Program  
to Develop Naval Officers Tactical Competency

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
No	N	50	17.5	18.2	18.2
Yes	Y	224	78.3	81.8	100.0
	&	<u>12</u>	<u>4.2</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	274	Missing Cases	12		

QUESTION 194

ISOOPPPE Surface Warfare Officer and Submarine Warfare Officers Extent of Perception as to the Support for the Navy's Implementing a Program as in to the..OPPE..ORSE..But Designed to Focus on Combat Systems

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	1	0.3	0.5	0.5
Mid.....Scale	B	3	1.0	1.4	1.9
To a Moderate Extent	C	9	3.1	4.3	6.2
Mid.....Scale	D	2	0.7	0.9	7.1
Not Applicable	F	196	68.5	92.9	100.0
	&	<u>75</u>	<u>26.2</u>	<u>Missing</u>	
	Total	286	100.0	100.0	
Valid Cases	211	Missing Cases	75		



# QUESTION 195

IOTYBGC      Number of Individuals Who Have Operated as a  
Member of a Battle Group Within the Past Two  
Years that had had Tactical Warfare Area  
Committees

<u>Category Label</u>	<u>Code</u>	<u>Absolute Frequency</u>	<u>Relative Frequency Percent</u>	<u>Adjusted Frequency Percent</u>	<u>Cumulative Frequency Percent</u>
Not Appli- cable	A	114	39.9	44.5	44.5
No	N	58	20.3	22.7	67.2
Yes	Y	84	29.4	32.8	100.0
	&	<u>30</u>	<u>10.5</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	256	Missing Cases	30		

QUESTION 196

EIPBGWCC      Extent of Individuals' Perception as to the Contribution to  
Tactical Effectiveness of Battle Groups Tactical Warfare  
Area Committee Previously Recognized in Question 195

Category Label	Code	Absolute Frequency	Relative Frequency		Adjusted Frequency		Cumulative Frequency	
			Percent	Percent	Percent	Percent	Percent	Percent
To a Great Extent	A	6	2.1	2.7	2.7	2.7	2.7	2.7
Mid.....Scale	B	20	7.0	8.8	8.8	11.5	11.5	11.5
To a Moderate Extent	C	50	17.5	22.1	22.1	33.6	33.6	33.6
Mid.....Scale	D	7	2.4	3.1	3.1	36.7	36.7	36.7
To No Extent	E	1	0.3	0.4	0.4	37.2	37.2	37.2
Not Applicable	F	142	49.7	62.8	62.8	100.0	100.0	100.0
	&	60	21.0	Missing	Missing	100.0	100.0	100.0
	Total	286	100.0	100.0	100.0			
Valid Cases	226	Missing Cases	60					

QUESTION 197

CXODHSTI      Extent of Perception by Individuals Who Within the Past Two Years were Either a Commanding Officer, Executive Officer, or Operations Department Head Operating Within a Battle Group and Were Solicited Regarding Tactical Issues at the Battle Group Level

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	7	2.4	2.7	2.7
Mid.....Scale	B	5	1.7	1.9	4.7
To a Moderate Extent	C	15	5.2	5.8	10.5
Mid.....Scale	D	14	4.9	5.4	15.9
To No Extent	E	12	4.2	4.7	20.5
Not Applicable	F	205	71.7	79.5	100.0
	&	<u>28</u>	<u>9.8</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	258	Missing Cases	28		

QUESTION 198

COSCCTDG      Extent of Perception by Individuals Who Within the Past Two Years  
Who have been in Command of a Fleet Operating Unit as to Whether  
They had Sufficient Control Over Their Commands Activities to  
Accomplish the Command's Tactical Development Goals

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	4	1.4	1.5	1.5
Mid.....Scale	B	7	2.4	2.7	4.2
To a Moderate Extent	C	8	2.8	3.0	7.2
Mid.....Scale	D	12	4.2	4.6	11.8
To No Extent	E	2	0.7	0.8	12.5
Not Applicable	F	230	80.4	87.5	100.0
	&	<u>23</u>	<u>8.0</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	263	Missing Cases	23		

QUESTION 199

CISSETDC      Extent of Perception by Individuals Who Within the Past Two Years Who have been in Command of a Fleet Operating Unit as to Whether Their Immediate Supervisor was Supportive of Effort to Tactically Develop Their Command

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	6	2.1	2.3	2.3
Mid.....Scale	B	10	3.5	3.8	6.1
To a Moderate Extent	C	12	4.2	4.6	10.6
Mid.....Scale	D	5	1.7	1.9	12.5
To No Extent	E	1	0.3	0.4	12.9
Not Applicable	F	229	80.1	87.1	100.0
	&	<u>23</u>	<u>8.0</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	263	Missing Cases	23		

QUESTION 200

OJCHCTP      Extent of Individuals' Perception as to Whether Job Changes  
Within a Command Hinder a Command's Tactical Performance

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	15	5.2	5.3	5.3
Mid.....Scale	B	30	10.5	10.6	15.9
To a Moderate Extent	C	95	33.2	33.6	49.5
Mid.....Scale	D	106	37.1	37.5	86.9
To No Extent	E	37	12.9	13.1	100.0
	&	<u>3</u>	<u>1.0</u>	<u>Missing</u>	<u>100.0</u>
Valid Cases	Total	286	100.0	100.0	
Missing Cases		3			

QUESTION 201

TCNPCJ      Extent of Individuals' Perception as to Whether Tactical Competency is Necessary in the Performance of Their Current Job

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	95	33.2	33.6	33.6
Mid.....Scale	B	68	23.8	24.0	57.6
To a Moderate Extent	C	46	16.1	16.3	73.9
Mid.....Scale	D	37	12.9	13.1	86.9
To No Extent	E	37	12.9	13.1	100.0
	&	3	1.0	Missing	100.0
	Total	286	100.0	100.0	
Valid Cases	283	Missing Cases	3		

QUESTION 202

TCPAWWY      Extent of Individuals' Perception as to Whether Tactically  
Competent Personnel are being Assigned to Work with Them  
on a Daily Basis

Category Label	Code	Absolute Frequency	Relative Frequency Percent	Adjusted Frequency Percent	Cumulative Frequency Percent
To a Great Extent	A	22	7.7	7.9	7.9
Mid.....Scale	B	92	32.2	32.9	40.7
To a Moderate Extent	C	93	32.5	33.2	73.9
Mid.....Scale	D	38	13.3	13.6	87.5
To No Extent	E	35	12.2	12.5	100.0
	&	<u>6</u>	<u>2.1</u>	<u>Missing</u>	100.0
	Total	286	100.0	100.0	
Valid Cases	280	Missing Cases	6		



## APPENDIX I

### Relevant Comments Obtained

#### 0-4, Ship, Flight Deck Off

"Most large exercises are too large and too complicated to be understood by the men at the bottom (aircrew, OOD's) in most cases. They gain no experience from them. I perceive the problem to be caused by unit CO's not keeping men informed because they don't have time or are not informed themselves."

#### 0-4, Ship, ASW Module Watch Officer

"Naval officers would have more time to develop their primary warfare skills if the Navy would reduce the massive paperwork/inspection/etc. requirements that consume an inordinate amount of our time. We should be more concerned about developing our operational readiness posture for conducting war and maintaining the peace. At times we lose sight of our real priorities and instead bury and burden ourselves with paperwork."

#### 0-4, Ship, CIC

"My billet is Ass't CIC Off. Homeporting in Alameda isolated us from the rest of the Battle Group units, trainers, symposiums, Air Intercept and Anti-Sub Air Controller proficiency training in port as well as the host of training assets available in San Diego, such as CINTEX, LINKEX, Silver Box, 'Mobile' training teams which aren't.

"Navy wide, tactics don't seem to receive the emphasis I feel they must receive. Without doubt personnel must be led, material and programs managed, but I perceive that just about everything in the Navy supercedes tactics in importance.

"I've achieved a very high level of tactical expertise through a heap of self study - little to no positive encouragement from CO/XO level. Standing port and starboard watches as Tactical Action Off underway on a CV leaves precious little time to simply sit and think/study the mass of instructions, OPGENS, OPORDS, TACMENDS, and PUBS available.

0-4, Ship, ASST Air OPS/Training Officer

"The tactical competency of the average naval officer is appalling. Due to the extreme administrative workload, officers are not allowed time to actively seek tactical knowledge, nor are they encouraged to pursue an active tactical training program. Until the Navy reduces the administrative burden, and stresses tactical expertise vice managerial skills as the primary driving force for promotion and preferential orders, the Navy will continue to lag behind our allies in tactical competence. We may have the best equipment, technical knowledge, and weaponry, but we have the worst tactical minds."

0-3, Ship, Nuclear Weapons Technical Supervisor/Nuclear Safety Officer

"It is my opinion that a large amount of an officer's time is spent administrating and reacting to commitments levied by higher authority or by visitors and not nearly enough to dedicated tactical study. The need to brush up in your warfare area is ever present, but takes a low priority in many non-tactical billets aboard a CV."

0-3, Air Squadron, E-2B Mission Commander, Aircraft Div'0'

"The left hand doesn't know what the right is doing. I have yet to see a well executed, coordinated two-carrier Battle Group OPS. Exercises become abortions because a lot of the info needed by the actual players is not filtered down."

0-5, Ship, CIC

"Tactical decision making should be an integral part of all J.O. training - as much time should be spent teaching tactical decision making or support training (threat/multi threat other warfare specialties) as is spent on NATOPS. The school cannot do it all but can formally bring together the varied training when persons are headed to billets where TAO's are required or anticipated."

0-4, Staff

"As a member of a CARGRU staff, I saw/see a big problem with turnover, enroute tvg. I had schools cancelled due to gap in billet - can't make up!! (Especially TAO course(s).) The exposure is excellent and educational but today's CARGRU staff works 4 EXERCISES at a time...with no time for lessons learned, philosophy development, etc."

"Tactical Competency can be attained via the stick and carrot. Give positive encouragement and emphasis to it plus the training opportunities and develop some promotion/FITREP criteria for evaluating the individual by warfare specialty & billet. It's a sad commentary on the state of the Navy's readiness to fight its weapons effectively when a FITREP places equal emphasis on Professional Watchstanding and Social Ability. Both are necessary in varying degree, but which is more important in a Warning Red Weapons Free environment?"

O-5, Air Squadron, Commanding Officer

"Primary hindrances to tactical training are higher authority requirements, both administrative and 'operationally' tasked, which interfere with or make it impossible to coordinate specific type training. Secondary hindrances are lack of funds (OPTAR, TEMADD) and support assets (adversaries, ordinance, support equipment, ranges) to allow even minimum training requirements to be met. Oftentimes fleet, Battle Group, or air wing tactical exercises occur before component unit training has progressed to a satisfactory level. On an individual level, primary billet and collateral duties comprise the most significant amount of time required daily by aviation squadron officers and detract to a great extent the ability of a squadron to achieve and sustain a truly effective tactical readiness posture. The Navy insists on 'well-rounded' officers, which is not another way of saying 'tactically proficient'."

O-4, Air Squadron, Safety Officer

"I have not flown in 2 weeks because the squadron is out of OPTAR (no money for gas). Out of the 12 weeks in this quarter I will have spent 8 weeks not flying (ASO school 6 wks, 2 wks no gas). How in the hell do you expect me to be tactically competent as a fighter pilot to defend the Battle Group if I can't even fly? All the trainers and studying in the world cannot compare with actual flight experience. I'm surprised you didn't address crisis management in your survey. How can you put together a training plan to make you 'tactically competent' if you are always jumping through the hoop and reacting to superior's decisions. We go on REFTRA in 3 wks and have no idea what we're going to be doing yet. Beside the fact that constant change and crisis management are extremely detrimental to the morale of everyone involved (including families), the training that is accomplished is helter skelter and not well thought-out. As long as I've been in the Navy I have never understood (and probably never will) why the senior officers and their staffs don't spend more time planning (or at least let us know what is going on) and give us a chance to do our job and less time with 'regret short fuse'."

0-4, Air Squadron, Light Attack (VA) Maintenance Officer

"Typically, my D.H. peers and I spend a vast amount of time reacting vice acting on administrative matters. We seem to spend alot of time drafting answers/researching queries from 'higher authority' who appear to be information gathering just to justify jobs. The Human Resource goals are certainly important, so I am not including those as a part of my above comments.

"Additionally, the more senior one gets (at least in this community) the more assumptions are made that you are current/competent in all tactical areas--therefore, most hard and intense training is directed toward the JOs.

"Bottom line--we need realistic training and we need inter-community training. We tend to be parochial to a fault--at least in TACAIR!

"One final shot--we have lost all enlisted schools for maintenance training this FY due to no money. We cancelled our weapons deployment (2 weeks) due to money."

0-3, Air Squadron, Pilot NATOPS

"We seem to spend a lot of time getting the reports out and if a tac lecture is going down, our C.O. would rather have the report finished up. Seems to me the Navy is emphasizing looking good (Admin & Quals) rather than being good (knowing what to do and how to lead).

"Fortunately we have enough sharp individuals to be fairly competent - I would favor FITREP blocks for tactical ability - not tactical knowledge, Emphasis on DOING."

0-4, Staff, Chief Staff Officer

"1. Security Restrictions - Nonavailability of critical information to those who need it due to excessive security precautions, such as sensitive information being withheld from squadron personnel due to lack of SBI billets in squadrons - and no attempt to sanitize the needed info to enable downgrading to Secret or TS.

"2. Too much paperwork.

"3. Tours too short - 4 to 5 year tours would greatly enhance expertise in billet (although overall development would suffer)."

"The need for tactical competency is almost indescribable--developing today's good JO's for Battle Group Command is an extensive problem and project!!"

O-4, Staff, Electronic Warfare Officer

"Tactical competency expected in current billet not provided by previous operational experience and shortage of money plus long gap in billet precluded formal training. All tactical competency achieved by paperwork review behind desk."

O-5, Ship, Strike Operations Officer

"There is not enough emphasis on tactical competency within the navy in general. The chain of command is inundated with other priorities. When tactical exercises are scheduled they are not presented in a way that solicits involvement and then there is no meaningful feedback post exercise."

"There is obviously no easy solution to this problem. Priority Shift would help but the other requirements are not going to go away. On the subject of tactical competency and professional development we might best look to the Air Force. They don't seem to bite off more than they can chew. Therefore, they can concentrate on specific tactical requirements."

"We are trying to do too much and not acknowledging people for the right things."

O-4, Ship, Air Officer

"In my present job as Air Officer on an LPD my opportunities to train in my warfare specialty of ASCO are very limited. The tactical employment of an LPD is very limited so the tactical knowledge required on this class ship is limited."

O-4, Air Squadron, Weapons/Pilot Training

"Required reports (General Administrative Paperwork) take the majority of my time."

O-4, Air Squadron, Division Officer

"I would like to see more time spent on tactics and training. I.E. more flight/simulator time. Less time spent on administrative B.S."

0-4, Air Squadron, HSL Detachment 0 in C

"So far (5 months of a 6½ month deployment) the ship and lamps detachment have been afforded exactly zero ASW time, either scheduled exercise or actual. My officers will be at their lowest tactical competency during the deployment when they should be their sharpest. No one uses their assets correctly!"

0-4, Ship, Hangar Deck Officer

"As Hangar Deck Officer I don't get much chance to use my expertise as a VP PPC and mission commander. 75% of my tour is finished and the ship is just coming out of the yards so I haven't seen much tactically; nor has a training syllabus come about to even discuss our mission. By the time my ship gets ready for deployment I'll be back in a VP squadron where I am sure tactical training is alive and well. Your hints at computer aided tactical problems/scenarios has broad and very valuable possibilities. Computer generated wargames can be made frighteningly real without the loss of life and limb that comes with the real thing. Recently I've seen many junior aviators pump quarters into video games by the hour. Perhaps if they had the same sort of 'game' (tactically oriented) in the wardroom they would balk, but I think not. I'm with you; computer assisted tactical training is the way to go. Good luck with your survey."

0-5, Air Squadron, XO

"In a single seat A/C squadron; so much time is required in administrative routine, discipline and various programs management that it precludes time for even the most routine professional reading."

0-3, Air Squadron, QAO, LSO

"When I first opened this I was pleased that someone was actually looking at tactics. I soon found, however, that your definition of tactics is far different from that of any given light attack squadron. While you are interested in the strategic placement of ships, we are interested in the tactical delivery of weapons. All the computers in the world cannot teach DASH-3 in a coordinated pop-up roll-ahead the proper position to be in to make the 7 second window and avoid the frag pattern of a stick of MK 82 snake-eyes."

"The biggest problem I see in tactical training as you define it is lack of feedback to the people actually doing the job instead of to the staffs who don't seem to do anything with it. The people making the decisions on a more local level also need to know the game plan and what works and what does not, if they're to make logical decisions."

0-3, Air Squadron, Flight Officer

"Officers routinely are buried in the everyday operation of a squadron. Leaving little time to study tactics unless preparing for a PPC on Mission Commander Board. Other concentrated times for tactics is prior to ORE, so unless preparing for a board or ORE tactics receives little attention."

0-3, Air Squadron, NSO, AMO, SWO, HRO

"It wouldn't do any good!"

0-4, Air Squadron, Maint Off

"Serious problem exist between air/surface/sub tactical coordination - we had better get one heads out of the sand and talk. Also too much concern about classification (conf/secret etc.). We 'need to know' at the lowest level too often the info flow stops at the staff level."

0-4, Air Squadron, Operations Officer

"Too many operational commitments leaves us in a constant swirl of crisis situations - trng ends up in the back seat...if we are really going to be committed to developing tactical proficiency, we need to back off from some of the commitments we currently maintain."

0-4, Ship, Catapult/Recovery Officer

"What hinders most is disassociated sea assignments. One establishes a tactical competency level while assigned to the squadron and then must survive reassignment away from community/tactical environment for as long as 5-7 years. Is there any reason to expect tactical proficiency!"

0-4, Ship: LPH, Assistant Air/Safety Officer

"In the gator navy, we have a lot of archaic equipment that we spend an inordinate amount of time to keep operational. What little time in port is allowed is jam-packed with this or that inspection or other administrative burden. Often, there is little time for or coincidental availability of appropriate training facilities, tactical or otherwise. The personnel sent here, with some exceptions, are often rejects from other communities, surface and air. Many of these are marginally trainable on the enlisted side, and mostly disinterested on the officer side."

0-4, Ship, Asst Air Officer/Ships Safety Officer/Aviation Safety Off

"Training on this ship is minimal, tactical and otherwise. No real records are kept. No training plans exist (even GMT). GMT is held on TV twice per week but no one watches. TYCOM provided 6% of the TAD funds required to satisfy his training requirements (which pretty well defines where his priorities are). Officers are badly overburdened responding to ridiculous admin requirements from both our chain of command and each other. Morale is low, pride is dwindling."

0-4, Ship, ASW Module Watch Officer

"Although I attended T.A.O. school it was primarily threat capability, not tactics. I view the tactical applications I have seen to date as either mechanically following an established doctrine with no improvisation, or total improvisation with no central goal. Tactical references tend to be poorly organized, poorly written and dated. OPGENS tend to be written in a cook-book fashion and are often appear to be written only for the sake of having something on paper - the guidelines described are ignored. But the biggest problem appears to be tactical training. Tactical training normally consists of proper "admin" procedures to follow rather the application of tactical assets. As a TAD(UI) I am exposed more to who I should call, rather than what I should do under various conditions. Allied publications provide the format for ordering exercises only, and current tactical information is often dispersed through numerous documents - and often these documents are not available/nor known. A quarterly newsletter providing current lessons learned, TACNOTES, TACMENDs by subject matter would be helpful. And a decision by the Navy to use NATO pubs, vice NWP's, exclusively, would generate some consistency. And driving the system to force expeditious updating of tactical pubs would also yield significant benefits."

0-4, Ship, OPS Admin Assit/TAO

"What hinders most is a poorly planned Fleet/Battle Group exercise in which the primary participants are confused as to how the plan is to be executed. The time spent coordinating during the initial stages is detrimental to tactical learning experiences."

0-4, Air Squadron, Admin Officer

"Feedback from fleet exercises is too filtered and 'canned' by the time it gets down to the unit level. It is politically driven (my perception) to the point it appears meaningless. - need more objectivity in scoring exercises if we are going to gain realistic tactical insight from them."



0-4, Staff, Readiness/Training - Asst Air OPS (ASW)

"Speaking for the particular type staff in which I serve, we are inundated with admin requirements by the type commander. This includes requirements to evaluate the effectiveness of management programs (both admin and combat systems/readiness) and make recommendations on the improvement thereof. The type commander provides little assistance (though his staff is eight times our size) but much tasking. In effect, the TYCOM staff does little more than distribute tasking.

"Were the type commander to assist in and/or perform the functions (admin and readiness) which he rightfully should, this staff could devote at least a minimal amount of time to tactical training and development."

0-4, Air Squadron, Personnel/Manpower Management

"I have been trying to relay the effect of the increased administrative burden on warfare officers. Little time is left to develop unit tactics, let alone integrated tactics."

0-5, CV Air Officer

"In general, Air Bosses are not involved in tactical planning on CV's since our jobs are almost totally limited to mechanics of getting aircraft on and off the ship - Probably should receive more training and be more involved - it would help us do better job of supporting tactical decisions. My previous experience in operations billets has helped a lot, but I've received zero exposure in this billet. It is very common for CV's to do things like bunch the lowest priority alert aircraft first because the Air Boss has no info on the tactical situation and no idea of what the aircraft do once they are launched.

"Conversely, staff and CV TAO people usually have no appreciation for the realities of operating a flight deck and frequently demand things which are impossible or, at best, degrade/slow down air operations by trying to do too many things at once."

0-4, Ship, Catapult Officer

"SEA - about 80% of time at sea is devoted directly to launching and recovering A/C. About 19% in personnel admin/training and 1% other. I have zero time to maintain currency in my designated aircraft - just not enough hours in the day.

"PORT - Standing duty once every 4 days gives you a 6 day week in-port after working 18-20 hours a day at sea - two days of which are duty days. Max time spent just processing paperwork for troops inport - about 12 hours a day inport."

0-5, Air Squadron, Safety/NATOPS Dept Head

"I believe in the P-3 community. Too much time is spent studying 'nitpicky' NATOPS when we should be studying tactics."

0-4, Air Squadron, Maintenance Officer

"My warfare specialty is airborne electronic warfare. The greatest problem that we have in this community is lack of feedback. Fighters and attack aircraft have CEP's and PHOTO's for feedback. ECM feedback is extremely limited."

0-5, Air Squadron, Executive Officer

"Tactical competency has always been primarily emphasized by individual squadrons. Neither the ship nor the embarked flag nor the Fleet Commander seem to care about anything except numbers - primarily sortie completion rate. Even CNO has not been able to convince the Congress or SECNAV or SECDEF that tactical competency can be obtained only by continued practice as indicated by the decrease in ship steaming hours and decrease in flight time for squadrons. This, as a result of budget cuts in the O&M,N area in order to buy new weapons systems, is indicative of the decreased emphasis of 'practicing forever'. Even the ship I currently am deployed in has employed such a conservative approach to flying that we cannot fly the hours allotted to us. This approach can only lead to decreased emphasis on tactics, the result being that the pilots and JFO's have to concentrate on being safe and on basic systems knowledge instead of aggressively employing the weapons systems."

"We are basically a paper Navy - primary emphasis has been and continues to be administrative in nature. The only time tactics comes close to being emphasized is during an ORE - from then on out it's sortie completion rate. All fitness reports and selection boards are oriented around administrative and managerial competency. Nobody in 'the Fleet' cares about on station performance."

"This is my reflection after coming from a desk job in Washington back to 'the Fleet'. It has been great to get to flying on and off a carrier again and to be associated with the camaraderie of squadron life, but it has been a great disappointment because of the apparent lack of concern over weapons system performance and tactical coverage at the ship and Flag level."

0-4, Submarine, Training Officer

"Operation override all other requirements in general (any training)."

0-4, Air Squadron, NATOPS Officer

"To my opinion the Navy, in general, too often over-emphasizes the meetings, the administrative side of your work and forgets our real mission!"

0-6, Ship, Air Officer

"Tactical competency can only be determined by appropriate training - i.e. train as you will fight!!! Too much unreal artificialities and 'look good' requirements remain in fleet scenarios. Also...too much 'under orders' remain in the leadership concepts and theory."

0-3, Air Squadron, Legal Admin Assistant

"Too much paper work."

"I am the squadron's PAO, 1st LT, cruise book coordinator, and legal officer. The time I have for studying tactics or my aircraft's systems is minimal after a day full of flying and paperwork."

0-4, Air Squadron, Ass't OPS Officer

"Biggest problem areas:

- overloaded by administrative requirements, paperwork.
- too much to do, not enough time, not enough people to accomplish all requirements.
- lack of suitable training areas, aids and support.
- no feedback/analysis of training exercises to the individual operator.
- unit commanders using out of date tactics because they did it that way when they were an 0-3/0-4."

0-4, Air Squadron

"During a 10 month at home cycle the squadron has 8 major hoops to jump through prior to deployment. This results in a crisis management mentality where tactical training is on an annual basis to meet a specific requirement. There is no identifiable long range training program that integrates all aspects of the VP mission."

0-3, Air Squadron, LSO, NATOPS, Nuclear Safety, Senior Watch Off

"I would like to take the time right now to write about 3 pages on this subject but to sum up my feelings: After all the hot-shot programs from D.C. and congress are administered the bottom line is - there is little time to operate and train tactics. I am writing this in between my 2 & 3 hop of the day during Redex 83 in Puerto Rico OP Area and this exercise is the best thing that has happened in a long time but it is painfully evident to me and other JO's that senior officers (with a few exceptions) know the capability of other than their own community. Also coordination in a totally jam free environment has been terrible - hate to see it when they turn the radios off!!

"We need to get these expensive weapons systems working together instead of buying more complicated systems that confuse the already confused sailor. Command & Control is our weakness. I have also seen valuable training dollars wasted the last few days we flew 2 extra cycles of airplanes from all squadrons last night so we wouldn't have any money left in this quarter. I would have rather used that for low level training, DCM, Bombing - instead we did the same mission we had been training in the last 3 days (SSSC) - of course we didn't have any targets when launched but we didn't turn back any money!"

0-4, Air Squadron, Aviation Maintenance Officer

"Primary shortfall in our community is lack of assets, especially realistic training devices - majority of applicable training is done during actual exercises which are short term and expensive."

0-4, Air Squadron, Command Services Department

"Naval officers routinely work two full time jobs: manager and warfare specialist. Because of time constraints, there is little opportunity for on-job training. The officer must report to the fleet fully trained and ready to go. However, this is never the case. Each officer must sacrifice and find personal time to fully develop himself in the midst of a hectic and demanding environment."

0-3, Air Squadron, Flight Off

"Numerous exercises have been conducted on the Battle Group level but results and feedback never pass below the staff level.

"The VF community has ACMR ranges to enhance their ashore tactical training. The VA community needs a similar way of conducting, analyzing, and reviewing its tactical training."

0-3, Air Squadron, Conventional Weapons Tactics Officer

"Air wing/surface/sub-surface coordination almost always difficult even with detailed plans. We don't understand each others capability/problems/restrictions."

0-3, Air Squadron, Line Division Officer/1st LT

"In many cases we in Aviation do not put as much load on our Chiefs and Senior petty officers. This means Commissioned Officers are continuing to burden themselves with details (to make sure it's done right) at the expense of time spent on tactical training. While Naval Officers are Officers first and Aviators (etc.) second, sometimes the emphasis is too one sided. We need more time to spend mental energy on tactics."

0-3, Ship, Asst CATCC

"Joined the ship in overhaul and will be there for over a year. No tactics involved in stripping decks and bulkheads. Ship's major concern is overhaul at this time. Tactical and other training will recommence when less than 6 months remain in shipyard."

0-4, Air Squadron, Operations Officer

"For the sake of a few lousy TAD bucks we forsake some outstanding schools available to us which would benefit the individual officer and the command as a whole. One hour of flight time would buy me 4 or 5 schools that would vastly improve my tactical knowledge (and hopefully my competence). I would gladly give up that hour of flight time ten times over to get those schools. Moral: Specifically fund TAD for tactical warfare schools even if the money has to come from O & M budgets!!!"

O-4, Air Squadron, Aviation Safety Officer

"I spent six years in non-operational flying billets between my first squadron tour and my second tour. I discovered that most of my previous tactical knowledge was either forgotten or obsolete. If the Navy wants tactically competent pilots, they should keep pilots in cockpits flying tactical missions."

O-3, Air Squadron, Assistant Maint Off, Pers Off, Legal Off, 1st LT, Senior Watch Officer

"In a light attack squadron (single seat aircraft) there are half as many officers to perform the same duties as VF, VAM, etc. We therefore have less time to become tactically proficient. This doesn't necessarily effect Dept. Heads - their jobs are parallel. Junior-first tour officers in A-7 squadrons get so bogged down in Personnel affairs (evals, report chits, boards, etc.) that they sometimes have to cancel flights to get paperwork done! A few CDO/WO's assigned as the Maint Dept Div Officers and a Personnel Off would take a huge strain off this paperwork load."

O-4, Staff, Flag Secretary

"Consider a combination of trainers/simulators. Exercises and exposure to real world threat essential to adequate development of tactical expertise. Each helps minimize the inherent shortcomings of the others."

"While deployed, allocation of time for tactical training is virtually impossible."

O-3, Air Squadron, Pilot/Pers Off

"The biggest problem with tactical study is the time required to accomplish our 'desk' jobs. The paperwork level required by the Navy is overwhelming."

O-3, Air Squadron, Personnel Officer

"In light attack squadrons the workload due to primary and collateral duties and general administrative tasks makes it difficult to dedicate much time to even the most basic tactical training (review of tactical manuals, tactical procedures, etc.). Furthermore, inspections, operational commitments, etc. while the squadron is not deployed severely limits

training opportunities. The result is that squadrons deploy in a barely ready status, much less with fully developed tactical repertoires."

0-3, Air Squadron, PAO, ESO Pilot

"Not nearly enough time is spent being tactical, training for and to the threat. When the balloon goes up, we at the squadron level will be 'winging it' for the first days, weeks, maybe years. (Vietnam?.) In discussions with our Air Force counterparts, it is painfully obvious that we are grossly outclassed in knowledge, though our aerial skills are superior."

0-4, Air Squadron

"OJT can take you just 'so far'."

0-3, Air Squadron, Line Division Officer

"Not nearly enough time spent on training. As a pilot my proficiency has gone down significantly on cruise due to low funding. It remains that your professional skills far outweigh primary job in wartime but the emphasis is on job performance."

0-3, Air Squadron, Aircraft Division Officer

"A vast amount of knowledge must be learned in a short amount of time to fully understand coordinated operations. Job billets do not allow sufficient time for professional development and tactical knowledge without letting ground job 'slide'."

0-4, Ship, Communications Officer

"Tactics is a nebulous area like leadership - it's difficult, if not impossible, to be taught because it's scenario-dependent. There are simply too many variables which can not even be reasonably 'cancelled out' or assumed."

"Increasing emphasis on tactical doctrine via schooling/antiquated systems trainers, (ASW problem is prime example...) or throwing \$ at the problem in anticipation of an immediate solution is useless!"

#### 0-4, Staff, VS/HS Asst OPS Plans

"Exercise Planning: Exercises are too close together to adequately plan for completeness and to discuss tactics.

"Staff allows broadening of ASW skills, learn other platform and their tactics.

"Trainers for BG ASW tactics are too antiquated to be of use except for Basics.

"Ships and squadrons do not have enough time during work-up to get basic quals out of the way. Also, too many admin. inspections take away from devoted time to tactically train."

#### 0-4, Air Squadron, Maintenance Officer (Dept. Head)

"The Battle Group/Ship/Airwing in which my unit is embarked does not distribute 'The Plan' until too late to allow it to be effectively utilized. The impression is that the wheel is forever being reinvented. Aircraft are not gainfully employed and tactical training and development of new plans does not get off of the ground. I am hesitant to condemn the entire training system as a result of that observation, however. On a Navy-wide level a type of self-paced course of instruction and testing is my recommended method of upgrading our level of tactical competency."

#### 0-4, Staff, ASW Operations Officer

"Presently serving on an Air Wing Commander's Staff, I have had an excellent opportunity to view communications flow, command and control, and tactical expertise. I offer a few rambling thoughts and wish I had more time to comment and flash out these thoughts.

- The one problem area that I am convinced has the greatest negative impact on our battle group effectiveness is in the area of communications. Until we devise a Buck Rogers (radically new) method of allowing instant, secure comms between the OTC, his warfare commanders, and their/his subordinate units, we will continue to experience marginal effectiveness in the CWC concept, i.e. the appropriate offensive/defensive effectiveness in meeting the triple threat. Effective communications beget effective coordination and effective coordination begets effective cooperation. It is almost that simple, and yet, also that difficult.

- As far as Tactical Competency of the people I have worked with, I feel the Navy through various means (effective trainers, schools, etc.) is performing a credible job of teaching tactics. Being assigned to an Air Wing Staff I am fairly familiar with the ASWC command and control problems. Having participated and helped plan in real world



and exercise ASW in the I.O. and Med, I strongly feel that AX must be aboard the CV for battle group ASW operations."

0-4, Air Squadron, Safety Dept. Head

"Tactical training requires continual exposure to simulated and real time exercises and valid feedback in a timely manner to correct mistakes and streamline C<sup>3</sup>. Without the feedback the same mistakes recur exercise after exercise."

0-3, Air Squadron, Flight Officer, PPC, PPHC, IP

"Not enough of our normal work schedule is devoted to increase the airworthiness and tactical competence of our pilots and tactical crews. We (and our sister squadrons) are continually under pressure to complete paperwork (sometimes unnecessary and extreme) in order to show that our existence is necessary. Even though the majority of our aircrew personnel (officers and enlisted) came into the Navy to fly, it seems that over 75-90% of our time is being spent on non-flying related tasks."

0-4, Ship, NTDS Officer

"You can teach tactics all day and all night, and as we have seen, and I believe, will see, in times of conflict they will comprise 10% of the actual tactics that are used, and ingenuity will be the basis of the other 90%. When fleet exercises are conducted, there are months and months of preparations for them, and we still see that usually they are still confusing. Tactics are built around such exercises, preplanned, etc. Nothing in war happens as planned. NATO looks good on paper, but when you get NATO units together, the paper won't win the battle. Tactics are important when working with these units because you need a basis, something they understand, and not something that they have to try and interpret. Incredible as it may seem, they are still language barriers. Published tactics can hopefully overcome these barriers. This is when tactics will prove important. I cannot overstress, however, that ingenuity will win the next battle. Tactics will be the building block or cornerstone. The side that wins the next battle is not the side that is the most coordinated, but the side that is the least screwed up."

0-3, Air Squadron, Aviation Electronics Branch Officer

"I find it very hard to associate this questionnaire to the peculiar circumstances of this squadron and its mission. However I do feel that tactical competence must be improved."

0-4, Air Squadron, Training Officer

"Too long out of air community between squadrons. In my case May 74 - Jan 83. In that period tactical skills totally lost. Suggest more squadron tours. Desk top tactical trainers would be ideal!"

0-3, Ship, EWO

"In my opinion, tactics and tactical competency is given only lip service to a large extent. Training to fight must be a major objective during peacetime. If it is not, we will pay for that type of mistake during wartime. Militarily, we are not aggressive enough which, in part, explains why we place such great importance on sophisticated weapons and downplay tactical competency. Training and hands on experience are the keys to tactical competency."

0-4, Air Squadron, Safety Officer

"My particular command places great importance on tactics development and employment. I have the feeling however that little if any training is accomplished while on cruise. Consequently I strongly feel we should carefully pick our initial engagements to minimize losses and achieve the desired affect. Hope the battle group commanders feel the same way."

0-4, Ship, Flight Deck Officer

"Tactically, we on the flight deck are kept pretty much in the dark. I.M.C. announcements aid, some research and briefing of my troops aids 'what's going on - where are we' and a new OPS daily brief on t.v. has aided. Informing my troops just why all the sweat and toil is all about. Bravo!"

0-4, Air Squadron

"Poor coordination/communications between ship and airwing hinders effective training accomplishment and feedback."

0-3, Air Squadron, NFO Training Officer

"Too much emphasis on ground jobs instead of warfare specialty."

0-4, Air Squadron, ASW OPS Officer

- "1. OTC's are not familiar with other platforms' tactical doctrine/ capabilities.
2. A desk top tactical trainer would be great!
3. The Navy needs to concentrate more on making war and less on human rights/EEO/drug rehab, etc."

0-4, Air Squadron, Operations Officer

"Battle Group OPS

- We need to get the Battle Group together early on in the work up cycle, i.e., have CV and surface combatants together from day one.
- All too often we only get one chance to conduct an exercise. I think it would be better to conduct an exercise, evaluate the results, see how we could improve our performance, and then do it again.
- Battle Group coordination with non-organic units (P-3, SSN's) is weak.
- In the last three years, I have had the opportunity to work with each East Coast CARGRM staff and with one CRUDESGRU staff. The good staffs were those with an enthusiastic, go for it, two star; and tactically competent staff members. I think a poor Battle Group staff causes a great many of our Battle Group problems."

0-5, Ship, OPS

- "- Fleet still overcome by Administrative paperwork requirements that is a waste of time.
- Staffs tend to not seek out mistakes from others.
- Too many rice-bowls!!"

0-5, Ship, WEPS Dept Hd

"On previous sea tour as Squadron Dept Hd dollars prevented attending tactical schools."

0-4, Air Squadron

"A big hindrance is not having remained in the community throughout my career. I found myself tactically and flight proficient wise well behind my peers who remained in the community."

0-5, Ship, Safety Officer/(OOD underway)

"Present emphasis on BG OPS and inter-service OPS is right and long over due. The negative aspect is that the push to pursue combined OPS during work-ups consistently short-changed training of our embarked Air Wing. At a time when we should have been engaged in heavy cyclic air-OPS to build wing competence and confidence, we were involved in special exercises which cut into fundamental training. Now, under poor operating conditions, the wing is not performing to the level it should. We must walk before we run. During early and mid training cycle may be the time to pull key battle-group 'players' off the ships and work them together in some kind of B.G. computer simulator while the units train in basic seamanship and airmanship."

0-5, Air Squadron, Maintenance Officer

"Perception - Navy, fleet, wing, squadron hold the ideal of tactical competency as very important.

Reality - The amount of time it takes to do my non-tactical job (maint off) precludes spending the time to become really tactically competent (including thorough knowledge and employment of weapons system and threat capabilities). The paperwork must go on!"

0-4, Operations Officer

"The combination of admin requirements and lack of funding\* has created a 'survival syndrome' in Navy middle managers. We spend almost all of our time just getting the 'machine' to operate i.e. the gun won't shoot, the aircraft won't fly, the screw doesn't turn and there isn't a part to fix it and even if there was there isn't anyone trained to install it.

"Battle Group commanders rely heavily on their staffs for planning and execution of tactical training (exercises). These staff members are products of the system described in paragraph one and usually are less than adequate tacticians themselves. Mismanagement of tactical assets and almost humorous placement of priorities is the standard rather than the exception in major fleet exercises.

"Unfortunately, the only event that will rearrange priorities (at all levels) is a war (we can't even learn the error of our ways from our cousins the Britts)."

## BIBLIOGRAPHY

Bales, R. F., "Task Roles and Social Roles in Problem Solving Groups," Readings and Social Psychology, New York: Holt, Rinehart, and Winston, 1958.

Blau, P. M. and Scott, R. W., Formal Organizations, San Francisco: Chandler, 1962.

Bush, T., Tactics Exam Years Away, Navy Times, 1982.

Commander, Navy Military Personnel Command, Annual Officer Billet Summary, Senior Edition, NAVPERS 15993F, Washington, D.C., 1981.

Commander, Navy Personnel Command, Manual of Naval Officers Manpower and Personnel Classifications, NAVPERS 15839E, Volume I, 1982.

Etzioni, A., "Dual Leadership in Complex Organization," American Sociological Review, V. 30, pp. 688-698, October 1965.

Gordon, R. L., Interviewing: Strategy, Techniques and Tactics, Dorsey Press, 1980.

Hammer, C. and Tosi, H., "Relationship of Role Conflict and Role Ambiguity to Job Involvement Measures," Journal of Applied Psychology, v. 59 (4), pp. 497-499, August 1974.

House, R. J. and Rizzo, J. R., "Role Conflict and Ambiguity as Critical Variables in a Model of Organizational Behavior," Organizational Behavior and Human Performance, v. 7, pp. 467-505, June 1972.

Kahn, R. L. and others, Organizational Stress: Studies in Role Conflict and Ambiguity, New York: John Wiley and Sons, Inc., 1964.

Katz, D. and Kahn, R. L., The Social Psychology of Organizations, New York: John Wiley and Sons, Inc., 1978.

Kast, F. E. and Rosenzweig, J. E., Organization and Management: A Systems Approach, McGraw Hill, 1970.

Massie, J. L., and Douglas, J., Managing a Contemporary Introduction, Prentice Hall, 1977.

Maze, R., C.N.O. Plans Tactics Test for Officers, Navy Times, 1982.

Nie, N. H., and others, Statistical Package for the Social Sciences, New York: McGraw-Hill, 1975.

Rizzo, J. R., House, R. J., and Lirtzman, S. I., "Role Conflict and Ambiguity in Complex Organizations," Administrative Science Quarterly, v. 39, pp. 150-163, June 1970.

Sisk, H. L., Management and Organization 3rd Edition, South-Western, 1977.

Sokal, R. R., and Rohlf, F. J., Biometry, San Francisco: W. H. Freeman and Company, 1969.

Stoner, J. A., Management, Prentice Hall, 1978.

Taylor, J. C., and Bowers, D. G., Survey of Organizations, Institute for Social Research, University of Michigan, 1978.

Tosi, H., "Organizational Stress as a Moderator of the Relationship Between Influence and Role Response," Academy of Management Journal, v. 14, pp. 7-20, March 1971.

Tosi, H., and Tosi, D., "Some Correlates of Role Conflict and Ambiguity Among Public School Teachers," Journal of Human Relations, v. 18, pp. 1068-1075, 1970.

Tosi, H. L., and Carroll, S. J., Management Contingencies, Structure and Process, St. Clair Press, 1976.

Uris, A., The Management Makers the Ideas, People, and Institutions that Make and Mar Management, MacMillian Company, 1982.

# INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Technical Information Center Cameron Station Alexandria, Virginia 22314	2
2. Dean of Research, Code 012A Naval Postgraduate School Monterey, California 93940	1
3. Dudley Knox Library, Code 0142 Naval Postgraduate School Monterey, California 93940	2
4. Department of the Navy Office of the Chief of Naval Operations Aviation Manpower and Training Division Rear Admiral R. M. Dunleavy OP-59 Washington, D.C. 20350	1
5. Department of the Navy Office of the Chief of Naval Operations Aviation Branch Captain R. W. Weir OP-597 Washington, D.C. 20350	1
6. Department of the Navy Office of the Chief of Naval Operations Surface Warfare Manpower and Training Division Captain J. J. Gelke OP-39-1 Washington, D.C. 20350	1
7. Department of the Navy Office of the Chief of Naval Operations Submarine Warfare Training and Requirements Division Captain W. P. Chase OP-29 Washington, D.C. 20350	1
8. Captain Duane Steiner USN Attn: SMC 2424 Naval Postgraduate School Monterey, California 93940	1
9. Department of the Navy Office of Naval Warfare CAPT Roger Carlson USN, OP-953C2 Washington, D.C. 20350	1



10. Department of the Navy 1  
Office of the Chief of Naval Operations  
Surface Warfare Training Plans  
CDR Ron Berning USN, OP-391  
Washington, D.C. 20350
11. Commanding Officer 1  
Navy Personnel Research and Development Center  
San Diego, California 92152
12. Department of the Navy 1  
Office of the Chief of Naval Operations  
CDR Jerry O'Donnell USN, OP-132E1  
Washington, D.C. 20350
13. CDR Martin Newman USN, Code 15 2  
Navy Personnel Research and Development Center  
San Diego, California 92152
14. CDR W. R. Bishop USN, Code 548d 1  
Naval Postgraduate School  
Monterey, California 93940
15. Commanding Officer 1  
Human Resource Management School  
Naval Air Station Memphis  
Millington, Tennessee 38054
16. Commanding Officer 1  
Human Resource Management Center London  
Box 23  
FPO, New York 09510
17. Commanding Officer 1  
Human Resource Management Center  
5621-23 Tidewater Drive  
Norfolk, Virginia 23509
18. Commanding Officer 1  
Human Resource Management Center  
Pearl Harbor, Hawaii 96860
19. Commanding Officer 1  
Human Resource Management Center  
Naval Training Center  
San Diego, California 92133
20. Commanding Officer 1  
Organizational Effectiveness Center & School  
Fort Ord, California 93941

21. Commanding Officer 1  
Human Resource Management Center  
Commonwealth Building, Room 1144  
1300 Wilson Blvd.  
Arlington, Virginia 22209
22. LT Francis K. Drogowski USN 5  
4700 Pickel Barn Court  
Virginia Beach, Virginia
23. LT James McGranahan USN 1  
Attn: SMC 1272  
Naval Postgraduate School  
Monterey, California 93940
24. Dr. Robert Morrison, Code 15 3  
Navy Personnel Research and Development Center  
San Diego, California 92152
25. Dr. William Montaque, Code 13 1  
Training  
Navy Personnel Research and Development Center  
San Diego, California 92152
26. Dr. John Bruni, Code 15 1  
Navy Personnel Research and Development Center  
San Diego, California 92152
27. Dr. Dick Kelly, Code 17 1  
Human Factors  
Navy Personnel Research and Development Center  
San Diego, California 92152
28. Dr. Carson Eoyang, Code 54Eg 1  
Naval Postgraduate School  
Monterey, California 93940
29. Department Chairman, Code 54 1  
Department of Administrative Sciences  
Naval Postgraduate School  
Monterey, California 93940
30. Professor R. A. Weitzman, Code 54Wz 5  
Naval Postgraduate School  
Monterey, California 93940
31. Assistant for Analysis, Evaluation (NMPC-6C) 1  
Human Resource Management & Personal Affairs Dept.  
Navy Military Personnel Command  
Washington, D.C. 20370

32. Director, Human Resource Management Division (NMPC-62) 1  
Navy Military Personnel Command  
Washington, D.C. 20370
33. Director for HRM Plans and Policy (OP-150) 1  
Human Resource Management Division  
Deputy Chief of Naval Operations (Manpower,  
Personnel and Training)  
Washington, D.C. 20370
34. Mr. Harry Reaser 1  
10740 Whitneyville Road  
Middleville, Michigan 49333
35. Mr. Francis J. Drogowski Jr. 1  
304 South Lincoln Avenue  
Clearwater, Florida 33516

**END**

**FILMED**

**9-83**

**DTIC**